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# An exploratory-descriptive study of the psycho-social effects of unemployment.

Dale Allison. Graham  
*University of Windsor*

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AN EXPLORATORY-DESCRIPTIVE STUDY OF  
THE PSYCHO-SOCIAL EFFECTS OF  
UNEMPLOYMENT

by

Dale Allison Graham

A Thesis  
submitted to the Faculty of Graduate Studies,  
through the School of  
Social Work in Partial Fulfilment  
of the requirements for the Degree  
of Master of Social Work at  
The University of Windsor

Windsor, Ontario, Canada

1982

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1982

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RESEARCH COMMITTEE

Professor R. Chandler	Chairman
Professor M. Harman	Member
Dr. G. Booth	Member

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ABSTRACT

AN EXPLORATORY-DESCRIPTIVE STUDY OF  
THE PSYCHO-SOCIAL EFFECTS OF UNEMPLOYMENT

by

Dale Allison Graham

This study was designed to examine psychological and social components of unemployment. Attention was paid primarily to an investigation of two psycho-social elements, anomia and resignation. The source of data was a population of unemployed men and women living in the Windsor and Essex County area who had registered with the Unemployed Help Centre. The design used was exploratory-descriptive, with the application of a questionnaire to collect data.

Results were examined using both hypotheses and research questions. Two scales were used to collect information. The Alix and Lahtz scale of resignation gave an indication of the comfort with or readiness to change. The Srole anomia scale indicated a level of disruption created when the person's situation was not compatible with his or her perception of the prevailing community norms and values.

The anomia scale and the resignation scale were found to generate results consistent with the results of other studies on unemployment. That the psycho-social effects of unemployment are not limited to the worker was indicated by the association found between worker and spouse resignation.

The findings showed that the Unemployed Help Centre serves a clientele that has close ties to the Windsor community. For these people resignation is a functional product of reality testing.<sup>6</sup> To derive some comfort from the thought that unemployment is transitory, people accept job loss as part of the status quo. Not all subjects accepted this

situation. For the high-anomia level worker, norms and values of the community were sources of stress and instability.

When the external event, unemployment, acted upon a person with inadequate coping resources then remedial help was solicited and available through the Unemployed Help Centre. The Unemployed Help Centre may well be the last resort for the unemployed to turn to and ask for assistance. It has an important role in supporting people who will make up the future population of the area so long as it is worth their while to remain.

Among other implications for social work practitioners the findings suggest that assessment of incidents of unemployment be made toward determining whether resolution of role disruption has taken place in the course of the client's life.



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Finally, thanks are offered to the men and women of Windsor who responded to my request for information.

D.A.G.

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## CHAPTER I

### Introduction

Unemployment is a term that means many things to many people. However ambiguous its definition, unemployment continues to disrupt the lives of many people. That otherwise productive workers do not enjoy their loss of work is acknowledged by most people. What is less than obvious is the extent to which an individual's well-being may be jeopardized by job loss. To study unemployment in a comprehensive way would mean examining economic, political, social and personal variables. The objective of this study is to explore specifically the psycho-social effects of unemployment on workers and spouses.

Being out of work is more than a political or economic reality for a great number of people. For the jobless worker it means struggling to accommodate a disruption of daily routine, to balance a budget and to face a future that holds uncertainty.

It is not uncommon for a professional social worker to deal with unemployed clients. By identifying potential and characteristic reactions to unemployment, it is to be hoped that this study will assist the social worker's comprehension, diagnosis and treatment of unemployed individuals.

Fundamental to the problems of the unemployed in Canada is the right to be employed. This individual right was clearly described in 1962 by Pierre Trudeau:

Since economic goods are necessary to satisfy the needs of mankind, and since these goods - to become serviceable - must in some way be produced, it follows

that every social order should guarantee the rights of man, as a consumer and as a producer. As a producer, man has a right to demand from society that it offer him a market for his useful labour or produce.<sup>1</sup>

In its simplicity, this statement implies a balance between society's guarantee to produce and consume and the worker's right to demand employment. However, problems occur in the application of this economic right.

Since the jobless worker no longer produces and earns a wage, the consumption of goods is reduced. The fundamental concern of this study is not, however, to examine the worker's ability to perform production or consumption functions. When interruption occurs in these roles, the worker as an individual is affected. Inactive workers are affected by joblessness in ways that are evident in psychological and social performance. Thus the focus of this study is to add to our knowledge in these specific areas.

In the past, research has been carried out to determine the effects of job loss on the worker. The review of literature that follows discusses the work of Koos, 1948; Rahe, 1969 and Briar, 1978 and others. From this body of knowledge a basis is established for determining that the reactions to unemployment cover a wide range of behaviours. Included in the discussion is the recognition of the influence unemployment has on the worker in social situations and interactions with other people. The importance of family life is underscored by Stolz and Jones, 1974. Along with worker reactions they looked at the effect of a family

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<sup>1</sup> Pierre Trudeau, "Economic Rights", (McGill Law Review, June 1962) in Trudeau, by George Radwanski; (Toronto: Macmillan of Canada, 1978), p. 133.



member's unemployment on the group. More recently, attention has been paid to the process of unemployment as a stress factor (Brenner, 1973; Foreman, 1978). These latter works illustrate the heretofore undocumented dimensions of human and economic costs associated with job loss. Although in the literature review that follows each piece of research to which reference has been made is covered in more detail, at this point it is useful to note that previous investigations have paid more attention to accumulating data than providing a social worker with useful tools of analysis.

Although earlier research has shown that all unemployed people do not react similarly to job loss, little is known about why a range of behaviour takes place. This study takes an optimistic approach and assumes that all workers have the potential to cope effectively with unemployment. A social worker needs to understand what can be done within the restrictions of unemployment to assist the client and with this goal in mind, this study is directed toward assessing the needs of a client who is unemployed. It is not material need but the less obvious social and psychological reaction to unemployment that is the subject matter of this study. An attempt will be made to describe the coping performance of jobless people as a group and to identify and associate characteristics with a particular level of coping.

The profession of social work is an applied field rather than purely academic. Much research in social work makes a meaningful contribution to the intervention process. This study intends to continue that orientation by equipping a practitioner with informa-

tion about the unemployed client.

As yet, the practitioner has little research information about the possible etiological basis for client problems. The answer to the following questions will assist the social worker practitioner:

1. Can social or psychological problems be determined as antecedent or consequential to being unemployed?
2. Is it possible to measure the effects of unemployment on an individual?

When the practitioner is assisted, the client benefits directly.

As well, with an increased understanding of the dynamics of unemployment and the person, the social work profession can become more effective in reducing the individual and social costs that occur when the economic right to work is suspended.

## CHAPTER II

### Review of Literature

In order to design the study the literature was reviewed according to the following categories:

1. Unemployment defined
2. Social perspectives of unemployment
3. Unemployment as a derivative of economic policy
4. The financial costs of unemployment
5. The human costs of unemployment
6. Summary

#### Unemployment Defined

Unemployment has been defined by Webster as a

lack of employment: idleness, specif; involuntary;  
idleness of a worker seeking work at prevailing wages.<sup>1</sup>

In general use, it means that a person is not working. To use the term precisely requires qualifying whether an individual is willingly out of work, such as in the case of someone returning to school, or forced into unemployment, which happens when a factory closes. Both would involve unemployment, but for different reasons.

These reasons are important considerations in an examination of the effect of unemployment on the worker. If unemployment is the result of choice, the individual maintains control and is not likely

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<sup>1</sup> Webster's Third New International Dictionary, (1979), s.v. "Unemployment."

to develop reactive problems regarding work status. Unemployment that is imposed or involuntary is an interruption, placing the worker in an unwanted state. By determining the cause for a particular worker's unemployment it is possible to ascertain whether or not the worker is maintaining control or seeking to regain control of his employment status.

The Canadian federal government uses a particularly narrow definition of the unemployed. It is not simply one who does not have a job. The Unemployment Insurance Commission (hereinafter known as the U.I.C.) has constructed a definition of the unemployed person as both physically and mentally able to do necessary work and therefore employable.<sup>2</sup> This distinguishes unemployed people from those who do not have jobs, such as the handicapped, invalids, substance abusers, children and the aged. The unemployed person must be willing to hold a job. Students, many housewives and the retired are excluded from this group. To be unemployed, a person cannot have a job, part time, substitute or temporarily. Much of this definition deals with one's eligibility for U.I.C. benefits.<sup>3</sup>

According to this definition and using U.I.C. statistics, a profile of who is the most likely to be unemployed in Canada emerges, that of a young, single male who lives in Quebec or the Atlantic region of Canada (areas with little industrial development). He has not graduated

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<sup>2</sup>Canada, Unemployment Insurance Commission, The Amount and Nature of Unemployment in Canada, (Ottawa: Ministry of Supply and Services, 1966), pp. 3-5.

<sup>3</sup>Ibid.

from high school and works at manual labour in either the construction field or in a primary industry.<sup>4</sup> This particular profile has several implications for the study of unemployment.

Since this high risk individual has been identified after the fact is it possible to identify those most likely to be chronically unemployed before the fact using profile characteristics of age, education and occupation? This simple, descriptive approach may be identifying indicators or etiological factors rooted in the personality that, as yet, have not been operationalized in the study of unemployment.

#### Social Perspectives of Unemployment

During the great depression unemployment was widespread. Work was scarce and people recognized that there was little one could do to find a job. Certainly few people profited from unemployment at that time. There were no unemployment insurance plans. The Canadian Prime Minister, R.B. Bennett, extolled the virtues of the unemployed worker during his throne speech of 1932. In opposing the introduction of economic assistance he stated:

We have no desire to undermine that high courage, that resourcefulness and ability of our citizens to emerge out of the difficulties strengthened by trials as by fire.<sup>5</sup>

When economic recessions occur widespread unemployment follows. This was the case in North America for the years 1837, 1873, 1877, 1879,

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<sup>4</sup> Ibid.

<sup>5</sup> Canada, R.H., R.B. Bennett reply to throne speech, in Debates, House of Commons, Dominion of Canada Session 1932 Volume I (Ottawa:

and 1893.<sup>6</sup> It was during the depression of the 1930's however that a change in attitude toward the jobless worker took place. A pioneer of social work, Jane Addams, expressed this revolution in thinking by saying:

Perhaps, therefore the first of the untoward social consequences of such a period of depression which we need to guard against, is the tendency to call a man a failure because he is out of work.<sup>7</sup>

Addams' statement was one of the few which showed an analysis of unemployment as one event in a social context of interacting events.

French sociologist Emile Durkheim developed a theory of social cohesiveness recognizing the growth complexity of societies. A great exchange of goods and services happen in a society and Durkheim felt that each function or speciality was an integral component necessary for the survival of the society. Uniqueness of function contributed to interdependence of the actors and what role each person performed was determined by society's need for that role and the individual personality. Therefore a reciprocal relationship between worker and society existed. The worker exchanged labour for wages. He then exchanged wages for goods and services necessary for human survival. Society needed workers to provide goods and services required for its

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F.A. Aeland, Printer to the King's Most Excellent Majesty, 1932) p. 54.

<sup>6</sup> Ernest L. Bogart, "Forerunners of the Great Depression", in Aspects of the Great Depression. gen. ed. Felix Morley, (New York: University of Chicago Press, 1932), p. 3-11.

<sup>7</sup> Jane Addams, "Social Consequences of Business Depression", in Aspects of the Great Depression. gen. ed. Felix Morley, (New York: University of Chicago Press, 1932), p. 14.

support and existence. If we accept the notion of interdependency between worker and society, the question must be raised regarding society's responsibility to the unemployed worker.

The worth of a worker is devalued by the wasted productivity that occurs when an able person is unemployed. Along with a loss of productivity, the community is required to subsidize the maintenance of an unemployed individual. Unemployment is associated with the stigma of blaming the person for becoming a burden on society. It would appear to be more responsible for the public to encourage reintegration of the jobless into the workforce through constructive support. Emphasizing the deviant work status of job loss tends to increase the community problems of unemployment. This will be discussed more fully under the section dealing with the human costs of unemployment.

#### Unemployment as a Derivative of Economic Policy

Economic theory treats unemployment as an artifact of our economy and demonstrates how societal needs usurp individual needs. A study paper used by The Economic Council of Canada to study our economy shows the interplay of several forces (see Figure 1). In Figure 1 industrial output is shown as being determined by final demand, and limited by the amount of goods produced. Profits made by the sale of products affect the rate of income and wages paid to workers. The need for workers is a reaction to how much output is required to supply final demands and how many workers are available. A fluctuation in output and/or available labour either brings about employment or unemployment.

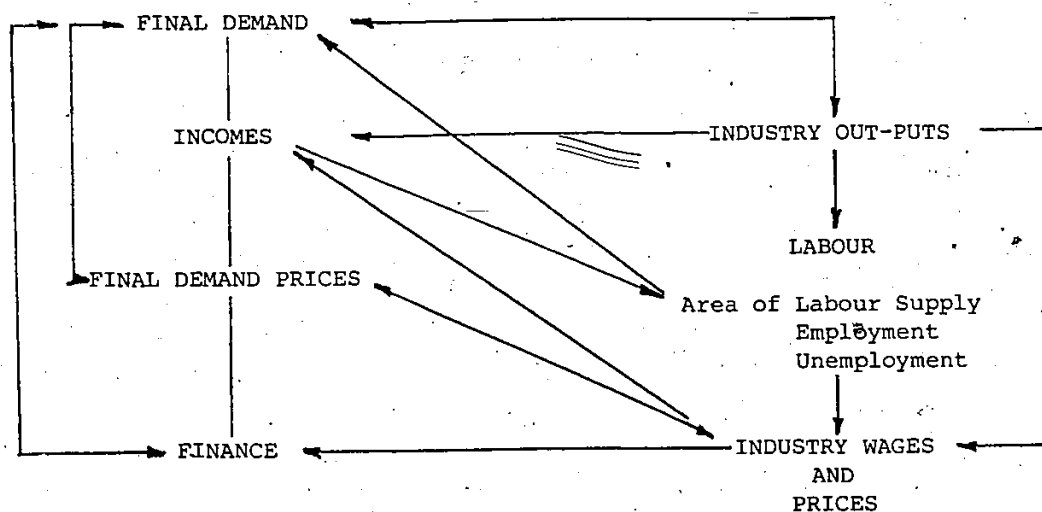


Figure 1. An example of how elements of an economy interact showing the direction of effect. (Derived from An Overview of Candide by M.C. McCracken.)<sup>8</sup>

Profits influence the money supply used to finance other business ventures. The price asked for goods is determined by final demand for goods, costs of production and the influence on these elements on the economy.

At times, the rate of inflation has been of concern to the government. Economist Milton Friedman has found that governments have attempted to control inflation by using unemployment. He was referring to the A.W. Phillips' theory that high unemployment levels are accompanied by falling wages. In turn, rising wages indicate low levels of unemployment. Friedman criticized this premise citing the trend

<sup>8</sup> Canada, Economic Council of Canada: Candide and The Labour Market (Information Canada 1973), An Overview of Candide, Project Paper No. 1 for the Interdepartmental Committee by M.C. McCracken.



in recent years of high unemployment and high inflation.<sup>9</sup> The need for unemployment as a method of controlling the economy is undermined by Friedman.

#### The Financial Costs of Unemployment

It is unlikely that government economic policy will be influenced to the point of accepting an economically radical solution. We can reasonably expect that unemployment will continue to be a fact of life for many people in Canada at least in the foreseeable future.<sup>10</sup> An example of the numbers of unemployed people is shown in Table 1 for the nine month period leading up to May 1981. During this time Statistics Canada reported the number of unemployed as exceeding 800,000.

TABLE 1

NUMBER OF UNEMPLOYED IN CANADA FROM  
SEPTEMBER 1980 - MAY 1981<sup>11</sup>

Month	Number in Thousands
May, 1981	845
April	826
March	867
February	845
January	856
December	856
November	853
October	871
September	861

<sup>9</sup> Milton Friedman, Inflation and Unemployment: The New Dimension of Politics (London: The Institute of Economic Affairs, 1977), p. 10.

<sup>10</sup> Ian Adams, et al., The Real Poverty Report (Edmonton: M.G. Hurtig Ltd., 1971), p. 32.

<sup>11</sup> Canada, Statistics Canada: Labour Division, Unemployment In-

The figures fluctuate from a high in October 1980 of 871,000 to a low of 826,000 in April 1981. Except for December 1980 and January 1981, with identical figures of 856,000 unemployed, the rate increases and then decreases for alternate months.

A useful indication of the financial burden placed on the country is the amount paid as Unemployment Insurance Benefits as shown in Table 2.

TABLE 2  
UNEMPLOYMENT INSURANCE BENEFITS PAID  
FROM 1970 - 1980 IN CANADA<sup>12</sup>

Year	Ontario in thousands of dollars	Canada
1980	1,236,565	4,393,308
1979	*1,024,282	4,003,001
1978	1,160,841	4,536,910
1977	1,003,980	3,884,969
1976	*920,851	3,342,247
1975	974,558	3,144,022
1974	606,046	2,119,213
1973	604,698	2,004,212
1972	603,202	1,871,802
1971	301,094	890,594
1970	229,642	695,222

Insurance and Manpower Section, Catalogue 73-001, Trimestrial (Ottawa: Queen's Printer, October-December, 1980), p. 84.

<sup>12</sup> Ibid.

Table 2 shows a yearly increase in U.I.C. benefits paid between 1970 and 1980. Exceptions to the increase are indicated (\*) for 1976 and 1979 in Ontario and at the national level for 1979 when benefits paid decreased. According to Table 2 the total paid in Canada between 1970 and 1980 was \$30,885,500,000.00. Ontario's portion of total paid was 28% in a province with 35.8% of the country's population.<sup>13</sup>

#### The Human Costs of Unemployment

The study of people without jobs has gone on for many years and various divergent approaches can be found in the literature. The effects of industrialization on family life were examined in 1948 by Earl Lomon Koos in Families in Trouble. In his study Koos explains how low-income families were affected by the maladjustments of industrial society. He refers to solutions to urban family problems:

. . . that lie beyond the income, education and sophistication of large numbers of families; these problems affect the structure and status of the family both as an interacting group and as a part of the community; as long as such problems fail of solution the individual and the family will be unable to carry out their functions adequately and human wastage will result.<sup>14</sup>

More specifically, in 1978, Katharine H. Briar published an exploratory study entitled The Effect of Long-Term Unemployment of Workers and Their Families. Briar used a sample of 52 women who were un-

<sup>13</sup> Ibid.

<sup>14</sup> Earl Lomon Koos. Families in Trouble (New York: Russell and Russell, 1946; reissue ed., 1973), p. XIV.

employed during an economic recession that affected Seattle, Washington from 1970 to 1972. Seattle was dominated in many respects by the largest employer in the area, Boeing Corporation. The assembly of aircraft required white collar professionals and technicians.<sup>15</sup>

The study showed the worker became more isolated from the social resources that would aid his recovery from joblessness as the duration of unemployment increased. Adjustments made by the unemployed were identified in five typologies:

1. The Crasher: moves in with friends or relatives after depleting financial resources.
2. The Reliever: becomes dependent on welfare benefits.
3. The Rescued: whose economic dilemma is offset by new jobs found by members of his family.
4. The Coaster: uses savings and benefit payments to cushion the impact of job loss.
5. The Discredited: this person has no alternative, or aid and is in a crisis situation.<sup>16</sup>

In identifying five different reactions to unemployment, Briar did not explain why unemployed people reacted in these different ways.

Counter-productive reactions to unemployment can be viewed as common cost factors of limited resources. Richard H. Rahe argues that persons with adequate coping resources may or may not do well in stressful situations.<sup>17</sup> Potential for success does not guarantee success.

<sup>15</sup> Katherine H. Briar, The Effect of Long-Term Unemployment on Workers and Their Families, (California: R. & E. Research Associates, 1978); pp. 1-9.

<sup>16</sup> Ibid., pp. 9-54.

<sup>17</sup> R.H. Rahe, Contemporary Psychology Vol. 21 #9 (Washington, D.C.: American Sociological Association, 1976), p. 655.

However, as explained by Richard H. Rahe, those individuals without coping capabilities can be expected uniformly to do poorly under stress.<sup>18</sup> To negotiate the problems will require strategies and confidence in the ability to cope. People may be unable to calculate the out-come of their decisions but will make choices that reflect their collective history of experiences. These past experiences are reserves or resources that are drawn upon when needed. The capacity for making the decisions necessitated by unemployment will be largely determined by the extensiveness of an individual's past experiences with situations that required the use of coping resources to resolve problems.

While it may be difficult to rank resources according to the degree of influence each has on coping, it is possible to examine their properties. In 1976, Paulene Nickell, Ann Smith Rice and Suzanne Tucker categorized individual and family resources used in coping. Three main categories were distinguished: human, economic and environmental. Human resources refer to four levels of functioning: cognitive, affective, psychomotor and temporal. Cognitive resources include perceptual and applied knowledge, both of which are characteristic of mental functioning. Affect identifies the total emotional range of the individual. Psychomotor activity refers to a combination of muscular activity or energy and intellectual processes associated with a person's physical interaction with the environment. Temporal func-

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<sup>18</sup>R.H. Rahe, "Life Crisis and Health Change," in Psychotropic Drug Responses: Advances in Prediction, eds. Philip R.A. May and J.R. Wittenborn, (Illinois: Charles C. Thomas Publisher, 1978), pp. 92-122.

tioning includes the individual's perception, assimilation and use of time.<sup>19</sup>

The second type of resource identified is economic. There are four component parts under this heading: money income, elastic income, wealth and fringe benefits. Money income includes gross income, wages or commissions as well as any other cash flow into the family. Elastic income identifies credit which expands purchasing power by making goods, unavailable to the person more accessible through deferment of payments. Wealth is the equity of the person, incorporating real property, financial investments and the value of tangible belongings in addition to personal possessions of family members. Fringe benefits such as hospitalization insurance, dental plans and other forms of insurance that are subsidized by the employer are considered part of economic resource typology.<sup>20</sup>

The remaining resource category, environmental, identifies natural surroundings (soil, minerals, precipitation, topography, air, light, sound, climate and space) and social organizations that assist with the establishment of values and mores. Varying forms of family structures, business and professional networks, political bodies, clubs and friendship networks are social forms of environmental resources.<sup>21</sup>

Two forms of institutional resources are mentioned by Nickell, Rice and Tucker and warrant inclusion in the discussion. They are

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<sup>19</sup> Paulene Nickell, Ann Smith Rice and Suzanne Tucker, Management in Family Living, 5th ed. (New York: John Wiley and Sons, 1976), pp. 144-146.

<sup>20</sup> Ibid.

<sup>21</sup> Ibid.

economic and political institutions. The first is a catch-all heading used to include the influence of everything economic, from retail stores and banks to international financial structures. The second, political institutions, includes municipal, provincial and federal levels of government. The concluding resources, community service groups, schools, recreation, churches, police protection and municipal transportation are grouped together. It is useful to note that social services have been explicitly ignored in the view of resources which may be an indication of the marginal role played by service agencies in planning, funding and delivering assistance.<sup>22</sup>

When unemployment occurs resources can be reduced to an inadequate level. For example, when an unemployed person experiences a loss of self esteem in the community due to the stigma of being a non-productive citizen, or in the family, because he or she is unable to provide material goods as before, the problems increase. At a time when the worker is under increased pressure, the vitality needed to cope may be exhausted. Unable to reduce day to day tension, the worker is under persistent stress. To escape the unpleasant tension he or she may sleep more which causes further disruption in the daily routine of the household. The temporal cycle is less rigid, as demands on time lessen, once outside a work schedule. The purpose of daily activity now is directed toward avoiding boredom.

Unemployment immediately reduces the amount of money income and whatever financial security that is associated with a regular salary

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<sup>22</sup> Ibid., pp. 146-147.

or wage. Elastic income or credit will provide short term remedies for monthly debts and spending is usually reduced to just essential goods. Credit must eventually be paid, however. For a jobless person this normally means dipping into savings accounts or liquidating accrued wealth such as furnishings and recreational goods. Hard pressed unemployed workers will eventually be forced to sell property holdings in lieu of mortgage default.

The environment is no less a source of problems than the previously mentioned resources. With increased budget problems a couple may limit or desist from socialization altogether. Then satisfaction that was provided by participation in social clubs is lost. When worker and spouse have less social contacts, the tendency toward isolation increases.

If the worker chose to find an institution that would be willing to offer assistance he or she would have difficulty trying to personalize the policies of any institution not already involved with human services. Institutions are resources that do not readily accept responsibility for solutions to the problems of an individual who does not have a job. As businesses in Canada their interest, in the majority of cases, lies with the government. The institution by referring a worker to the unemployment insurance office maintains the status quo among institutions.<sup>23</sup>

Problems are not narrowly defined or limited to any particular

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<sup>23</sup> Ian Adams et. al., The Real Poverty Report, (Edmonton: M.G. Hurtig Ltd., 1971), p. 6.



resource, therefore it is reasonable to question the assumption that disruption of economic resource is the basis of adversity for the person out of work. As noted previously, the government gives money income in the form of Unemployment Insurance Commission benefits to the unemployed to offset their financial burden. Assistance to jobless workers therefore sustains economic resources during a period when income is disrupted. Based on what is now known about unemployment's effect on individual resources is it an adequate response to continue directing aid at the financial level only? If the possibility exists that the requirements of the unemployed are only partially met through unemployment insurance benefits, is it also possible that those needs remain a source of concern following re-employment?

This topic was addressed by M. Harvey Brenner who, in 1977, concluded that society is affected by a residue of stress long after unemployment has been resolved. This stress is evident in increased aggression and illness within an affected population. Extending the study for over a five year period, Brenner found a multiplier effect. Job loss was associated with suicide, mental hospital admissions, prison admissions, homicide, cirrhosis of liver mortality and total mortality.<sup>24</sup>

Statistics Canada surveys have found unemployment is not evenly distributed through occupational ranks. There are many more people on unemployment who have limited job training than other categories

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<sup>24</sup> M. Harvey Brenner, "Personal Stability and Economic Security", Social Policy, Vol. 8, No. 1 (May/June 1977): 2-4.

of workers with specialized skills.<sup>25</sup>

The present trend of technology is to use high-technology machines to replace menial, low-skilled jobs.<sup>26</sup> Those people employed in these types of occupations are already dis-proportionately represented in overall unemployment. The proportion of unemployed who are least able to regain employment will increase as technology replaces jobs. If these workers are incapable of being retrained to enter skilled occupations they face chronic unemployment. Although sufficiently motivated to work, the worker may be trapped by a lack of other skills or resources. It must thus be asked whether prolonged unemployment is an indicator of deficient individual resources rather than actual employment opportunities.<sup>27</sup>

Limited coping resources have a debilitating effect on an individual far beyond prolonged unemployment. When those resources are insufficient, individual needs are unmet causing stress. By comparing trends in unemployment and psychiatric hospital admission, Brenner found an inverse relationship between economic conditions and mental illness that was constant over a period of one hundred and twenty seven years.<sup>28</sup> Unemployment does not seem to result in psychiatric

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<sup>25</sup> Canada, Statistics Canada; The Labour Force, Catalogue No. 71-001, (Ottawa: Ministry of Supply and Services, July, 1979), pp.13-15.

<sup>26</sup> M. Harvey Brenner, Mental Illness and the Economy, (Massachusetts: Harvard University Press, 1976), pp. 71-72.

<sup>27</sup> Adams et al. Real Poverty Report, p. 32.

<sup>28</sup> Brenner, Mental Illness, pp. 47-73.

problems for all jobless people. Otherwise the depression era would have been a period of proportionate increase in psychiatric hospital admissions. According to Brenner:

the specific economic downturn of the Great Depression of 1929-32 is associated with a much smaller proportionate increase in admissions than any downturn of at least 3 years' duration during the 20th century.<sup>29</sup>

There are many theoretical arguments relevant to the study of how a social event, such as unemployment, becomes manifest in psychiatric maladjustment. Two such arguments are social causation and social selection. R.J. Turner and J.W. Gartrell state that low local "social competence" combines with or reinforces psychopathological tendencies in certain individuals, such that citizens of low local social competence are disproportionately likely to occupy low or undesirable social statuses.<sup>30</sup> Social competence is another way of referring to achievements in the life cycle, including marital status, education, occupation and work performances. Turner and Gartrell argue the validity of social selection, which they feel stratifies entire populations according to competence. Competent people achieve. Socially incompetent people do not achieve and are also those workers "who ultimately suffer adverse economic circumstances, as well as psychological illnesses and distresses".<sup>31</sup> The implication is that a certain

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<sup>29</sup> Ibid., p. 35.

<sup>30</sup> R.J. Turner and J.W. Gartrell, "Social Factors in Psychiatric Outcome: Toward the Resolution of Interpretative Controversies, American Sociological Review, 1978, 43 (June), 368-382, in Mental Health and the Economy, Louis A. Ferman, Jeanne P. Gordus eds., (Michigan: W.E. Upjohn Institute for Employment Research, 1979), p. 18.

<sup>31</sup> Ibid.

type of person is susceptible to psychiatric disorder and economic instability. Among those who disagree with this assumption is Blair Wheaton. Wheaton has found evidence supporting the view that socio-economic circumstances lead to psychological disorders.<sup>32</sup> He cites a stronger statistical relationship with this position than with the social selection position of Turner and Gartrell when the time element under investigation, is extended. Whether a person is unable to achieve and prone to maladaptive behaviour or simply affected by the social circumstances and rendered unable to cope is not the central issue. Under either assumption, economic instability is found in the context of distress and psychological illness, showing an inability of some people to cope with unemployment.

It is possible that there is a type of person most affected by unemployment, and that we have not had the tools to measure this effect. Jane Addams refers to the need to consider, "and if possible (avoid) ... the lasting effect of such a period upon the vitality and ambition of thousands of our fellow citizens."<sup>33</sup> Addams was not able to accept the assumption that people would not experience residual effects of prolonged unemployment after the Depression. Research has supported this analysis. A study was begun in 1931-1932 by Hebert Stolz and Harold E. Jones. The researchers wanted to measure the physiological, psychological and social aspects of the pubertal transition.<sup>34</sup> The

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<sup>32</sup> Blair Wheaton, "The Sociogenesis of Psychological Disorder: Re-examining the Casual Issues with Longitudinal Data, "American Sociological Review, 1978. 43 (June), pp. 383-404.

<sup>33</sup> Bogart, Aspects of the Great Depression, pp. 14-15.

<sup>34</sup> Hebert Stolz and Harold E. Jones in Children of the Great De-

study was constructed to follow subjects from age 11 or 12 through adulthood. The purpose was to measure the effect of a socialization experience (the Depression) on the development of participants. Analysis of the data was able to show that all families were not influenced similarly but in quite different ways. A great deal of information collected described how families were affected by the chronic unemployment that prevailed in the 1930's. The Stolz and Jones study produced information about the role played by a family's wage earner. For instance, the status of a family in a community was determined by the occupation and income of the wage earner and not the social accomplishments of spouse or children. Change in the wage earner's status affected the family's community status which in turn affected the identity of children in the family. The researchers found that a change in status affected a child's relationship with other children in terms of ranking. The child was also likely to experience a change of attitude about the unemployed wage earner as an idealized symbol of support and identification. Kasl and Cobb suggest that the stress resulting from the status incongruence of parents is expressed in an unstable self-image, frustration, unsatisfactory marital and parent-child relations and arbitrary parental authority.<sup>35</sup> Unemployment

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pression by Glen H. Elder Jr., (Chicago: University of Chicago Press, 1974), pp. XVII-31.

<sup>35</sup> Stanislaw Kasl and Sidney Cobb, "Effects of Parental Status Incongruence and Discrepancy on Physical and Mental Health of Adult Offspring," Journal of Personality and Social Psychology, 7 (no. 2/2, 1967): 11-14.

creates a need for family readjustments and husband and wife are required to make more decisions affecting the family. From the need to make mutual choices comes an opportunity for conflict, misunderstandings and disappointments. Parents may lose their attractiveness as role models, necessitating a search for alternate teachers of socialization.

Without delineating the forms of reaction, Miller et al. have found that, "Economic conditions which severely limit options and resources are known to foster apathy, restricted needs and goals and identify foreclosure."<sup>36</sup> If this is accurate, a measure of apathy and general withdrawal from the social milieu could be a useful indicator of an internalized reaction to job loss that is disruptive. Unemployment is by nature restrictive. The counter productivity of job loss may be generated by the form of adaptation. In a longitudinal study concluded by Elder both temporary and prolonged types of adjustment were measured. Elder completed the efforts of Herbert Stolz and Harold E. Jones in endeavoring to measure the physiological, psychological and social aspects of the pubertal transition.<sup>37</sup> The findings indicated two important discoveries: first, that it was possible to examine the effect of social disorientation of an individual and second, that an event, such as the Depression, left an effect on the prepubescent child

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<sup>36</sup> Daniel Miller et al., "Personality as a System", in A Handbook of Method in Cultural Anthropology. gen. eds. Raoul Naroll and Ronald Cohen, (New York: The Natural History Press, 1970), pp. 509-526.

<sup>37</sup> Glen H. Elder Jr., Children of the Great Depression. Chicago: The University of Chicago Press, 1974), p. XVI.

that remained over the course of his lifetime.<sup>38</sup>

It can be seen that the potential for problems of adapting increase for families generally when unemployment occurs. The likelihood of problems occurring in a family as a result of economic crisis depends upon the traits and skills of the members that define adaptability.<sup>39</sup> The restrictions of adaptability would be heretofore unnoticed because a situation had not existed where limits would be significant. It has been shown that demography and status play an important role in adapting to and eventually resolving economically induced stress. David Lynn has found that:

In most families, for example father has the primary voice if not the final voice on any major expenditure or major change: a new car or house, a move to a new location, a decision to save money or spend the savings and so on. Thus, the father demonstrates to the family the art of planning, the disciplined pursuit of goals, and the delaying of immediate gratification in favour of ultimately more satisfying goals.<sup>40</sup>

Whether the father has the resources to fulfill these role characteristics will determine to a large extent the effectiveness of these decisions. Talcott Parsons and Robert Bales state that, theoretically, the male role in a family has been to integrate the family sub-system to the larger social structure.<sup>41</sup>

<sup>38</sup> Ibid., pp. 240, 252, 271-283.

<sup>39</sup> Ibid., p. 37.

<sup>40</sup> David Lynn, The Father: His Role in Child Development, (Monterey: Brooke/Cole, 1974), p. 104.

<sup>41</sup> Talcott Parsons and Robert Bales, Family, Socialization and Interaction Process, (Glencoe, Illinois: The Free Press, 1955) pp. 12-14.

The female role is labelled expressive in the structural-functionalist model. Central to the female role is maintenance of the family unit itself. Thus, a complementarity between male and female roles maintains the family and integrates the sub-group with a larger social network.<sup>42</sup> Lynn has found evidence detailing the expressive role as the integral element of coping with stress in a family.<sup>43</sup> Is it the presence of a female companion that tends to reduce stress for an unemployed worker?

Logically the complementarity of roles indicates that the sex of the person affects the type of reaction to the stress experienced during unemployment. Assuming the accuracy of the Parsonian instrumental and expressive functions of marriage partners, a difference in perception of the unemployed person should occur between husband and wife. This does not discount the structural-functional analysis of the primary functions of the family in society, namely socialization of the children and stabilization of the adult personality.<sup>44</sup> It is apparent that the two roles need not be equal. However, research into the socialization of women indicates the status of males and females today continues to reflect the past.

Judith Barwick and Elizabeth Douvan have stated:

The personality of qualities that evolve as characteristic of the sexes function so as to enhance the

<sup>42</sup> Ibid., p. 314.

<sup>43</sup> Lynn, The Father: His Role in Child Development, p. 104.

<sup>44</sup> Parsons and Bales, Family, Socialization and Interaction Process, p. 314.



probability of succeeding in the traditional sex roles.<sup>45</sup>

The notion generated by this view is that the male as provider is an expected role. Change in the role would alter the way in which each spouse views the other. The roles performed by each sex show us the connection between self-esteem and function.

Unemployment brings a change to the daily function of the worker. During unemployment, work is a form of regular social contact for the worker. Inherent to unemployment is isolation from normal socialization patterns. E. Wright Bakke also found that the costs of maintaining a satisfying social profile are prohibitive for an unemployed worker. The worker has time to occupy but may have to rely upon innovative means of doing so. Culturally, expectations prescribe a role, for either sex, that is disrupted. The unemployment situation encourages a shift of roles and the status of members. These shifts may be contrary to cultural norms. The culture is therefore a source of instability for jobless workers.<sup>46</sup>

Bakke noted physiological indications of the pervasive disruption that unemployment brings to one's life. As diet was modified to accommodate tight budgeting, energy lessened. Sleeping patterns were affected by insomnia. The cost to individuals unemployed extended to

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<sup>45</sup> Judith M. Bardwick and Elizabeth Douvan, "The Socialization of Women," in Marriage and Family in a Changing Society, ed. James M. Henslin, (New York: The Free Press, 1980) p. 63.

<sup>46</sup> E. Wright Bakke, Citizens Without Work: A Study of the Effects of Unemployment Upon the Workers Social Relations and Practices, (New Haven: Yale University Press, 1940), pp. 14-56, 178.

a loss of privacy that occurred when social services were used. Bakke was adamant that unemployment was not the cause of problems per se. Existing propensities were activated by the catalytic effect of unemployment. He grouped the reactions into four empirically based divisions that reflect the unique features of the workers' circumstances when job loss happens:

1. Those whose stability was undermined, leading to separation in the most extreme cases.
2. Those whose stability was increased or reoriented during unemployment in such a way as to make the family a more effective social institution than before.
3. Those in whose case the tendency toward greater stability in some aspects of family life offset the tendency toward the destruction of stability in other aspects.
4. Those whose stability was re-established after a time but on a less effective level of social function.<sup>47</sup>

This is similar to the concepts of crisis theory supported by Kaplan.<sup>48</sup>

When assessing the different types of reaction groupings it is necessary to account for events that are outside the effect of unemployment and characteristic of the population. Ludwig L. Geismar addressed this point in 1972. He noted evidence from family studies which showed that the presence of children in early stages of development in a family was a precursor "of increasing problemicity in social functioning."<sup>49</sup> A similar view of problem periods was held by L. Terman

<sup>47</sup> Ibid., pp. 212-214, 227-229.

<sup>48</sup> David Kaplan, "A Concept of Acute Situational Disorders," in *Social Work*, Vol. 7, April 1962, (New York: National Association of Social Workers, 1962), pp. 15-23.

<sup>49</sup> Ludwig, L. Geismar et al., Early Support for Family Life: A

who found that the level of marital satisfaction followed a pattern. Low satisfaction with one's marriage occurred at two points: after seven years and again after sixteen years of marriage. Both Geismar and Terman have raised the question of the interplay of unemployment and the existing propensities discussed by Bakke.<sup>50</sup> The conclusion might be made that should a worker be faced with unemployment, in addition to problems with marriage or children, that are coincidental to job loss, then the general ability to maintain a satisfactory life style may be threatened. A worker may not cope with unemployment, but the reason for this difficulty may in fact be an extension of stress related to child rearing and/or the marriage cycle. It would be illustrative to know how unemployed people who have recently passed the seventh or sixteenth year of their marriage rate on indices of coping in comparison with jobless workers married for other lengths of time. Similarly, does the age of dependent children have a bearing on the coping performance of unemployed workers?

If we were able to measure the degree of integration with the worker's social milieu we would be in a better position to ascertain whether the worker was experiencing a sense of alienation or not. Such a scale, to measure interpersonal alienation, was constructed

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Social Work Experiment. (New Jersey: The Scarecrow Press, Inc., 1972), p. 7.

<sup>50</sup> Lewis, M. Terman, Psychological Factors in Marital Happiness, (New York: McGraw-Hill, 1938), p. 177.

by Leo C. Srole. Five statements were used in the scale. Each statement measured a specific ingredient which reflected the degree of social integration.

The items measured the person's feeling that:

1. community leaders were indifferent to their needs,
2. the social order was unpredictable, that future goals are evasive,
3. the workers and others like him were losing the goals they've already accomplished,
4. life was meaningless, indicative of a loss of internalized norms and values,
5. immediate personal relationships were no longer predictive or supportive.<sup>51</sup>

The concepts of interpersonal alienation require some explanation in order to understand Srole's use of the term anomia. A theory of social cohesiveness was developed by Emile Durkheim, for his work on the interdependency of individual function and society. Durkheim concluded that when "a breakdown in the cultural structure (occurred) particularly when there is an acute disjunction between cultural norms and goals and the socially structured capacities of members of the group to act in accord with them" the person was in a state of anomie.<sup>52</sup>

Anomie is the strict counterpart of the idea of social solidarity. Just as social solidarity is a state of collective ideological integration, anomie is a state of confusion, insecurity, 'normless-

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<sup>51</sup> Leo S. Srole, "Social Integration and Certain Corollaries," American Sociological Review 21 (December 1956): 709-716.

<sup>52</sup> R.K. Merton, Social Theory and Social Structure, Free Press, (Glencoe, Illinois, 1969), in A Modern Dictionary of Sociology, George

ness'."<sup>53</sup>

Srole uses the term anomia rather than anomie, referring to the psychological elements. The psychology of anomie is defined as "A social psychological condition characterized by a ... breakdown in values and a feeling of isolation."<sup>54</sup>

While anomia is an abstract construct it has practical relevance here because research has shown an association between anomia and the degree of economic deprivation, such as that which occurs during unemployment.<sup>55</sup>

This concept was used by two Southern Illinois researchers in 1967. Lantz and Alix wanted to determine whether or not the manifest characteristics of apathy were associated with a pattern of resignation and subsequently built the resignation scale. While there appeared to be many sources of resignation, the researchers felt that:

The intervention of one or more variables that disrupt the process of institutional fulfillment of needs provides the initial basis for resignation.

They continued by assuming that "... the economy is the most sensitive institution conducive to community disruption."<sup>56</sup> Unemployment was

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A. Theodorson and Achilles G. Theodorson eds., (1969), s.v. "anomie."

<sup>53</sup> D. Martindale. The Nature and Types of Sociological Theory, Houghton Mifflin (Boston, 1960), in A Modern Dictionary of Sociology, Theodorson and Theodorson eds., (1969), s.v. anomie.

<sup>54</sup> A Modern Dictionary of Sociology, s.v. anomie.

<sup>55</sup> N. Aiken, L.A. Ferman and H.L. Sheppard, Economic Failure, Alienation and Extremism (Ann Arbor: University of Michigan Press, 1968), p. 75.

<sup>56</sup> Ernest K. Alix and Herman R. Lantz, A Study of the Relationship

significant because it could initiate the process of resignation, particularly when it was widespread and persistent. A community of unemployed people in this type of situation would find that their expectations were without consensus, and that their values were inappropriate and in a state of normlessness or anomie.<sup>57</sup>

The resignation scale was derived from elements of resignation including detachment from others, absence of serious striving and aversion to effort and restriction of wishes.<sup>58</sup> A fifteen item scale that measured resignation was produced. Assuming that resignation is sensitive to economic disruptions, such a scale could also be an indicator of the effect of unemployment on an individual. This scale will be discussed in greater detail in subsequent chapters.

### Summary

The number of unemployed people is increasing. One explanation for this is an economic policy that attempts to reduce the effects of recession but in doing so forces companies to lay off workers. The reality of current legislative policy is that attempts to strengthen our economy must take priority over efforts to reduce unemployment.

As well, technological progress presents the dilemma of increasing productivity by replacing unskilled labour with machines. With

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between Resignation and Performance in a Job Retraining Program (Illinois: Southern Illinois University, 1967), Chapter 2, p. 23.

<sup>57</sup> Ibid., Chapter 2, p. 24.

<sup>58</sup> Ibid., Chapter 3, pp. 2-3.

little education and limited marketable skills marginal and unskilled workers face prolonged unemployment with their only option being retraining programs.

Unemployment does reduce the income of a worker although a temporary subsidy is provided through The Unemployment Insurance Commission. However, money is but one aspect of concern in the eventual resolution of problems related to unemployment. The relationship of unemployment and mental illness has been already identified through research, suggesting that the problems of unemployment may extend beyond the immediacy of not having work. Unemployment may provide the context for more severe psychological and organic disorders to develop.

Long term research on this issue, begun in the 1930's, did not provide sufficient evidence to support a complete analysis of the psychosocial effects of unemployment. It did indicate that when a person experiences prolonged periods of unemployment there is a potential for residual effects long after the event has taken place.

Perhaps not altogether surprising was the finding that children do not appear to escape the effects of unemployment that confront the adult workers in a family. This only serves to reinforce our awareness of the impact childhood experiences have on adult functioning.

As well, unemployment can distort the delicate interplay of roles that tends to integrate a family unit. Both theoretical and physical evidence indicates that the spouse does not avoid being influenced by a worker's unemployment. To what extent the spouse is affected is not known. It is known that the reaction to job loss does

vary in type and intensity.

Unemployment like other normal life events such as marriage or child rearing, becomes a concern when it is counter-productive. Until the people understand how or in what ways workers are affected by job loss there is little that can be done to avoid problems. However, to react to incentives, to resolve unemployment's challenges and to re-enter the workplace requires motivated people who are not resigned to unemployment as a life style.



### CHAPTER. III

#### The Setting: Unemployment in Windsor

The unemployment problem in Windsor is a concern that affects the entire community. In June 1980 the numbers of registered unemployed were at record levels shown in Figure 2.

FIGURE 2

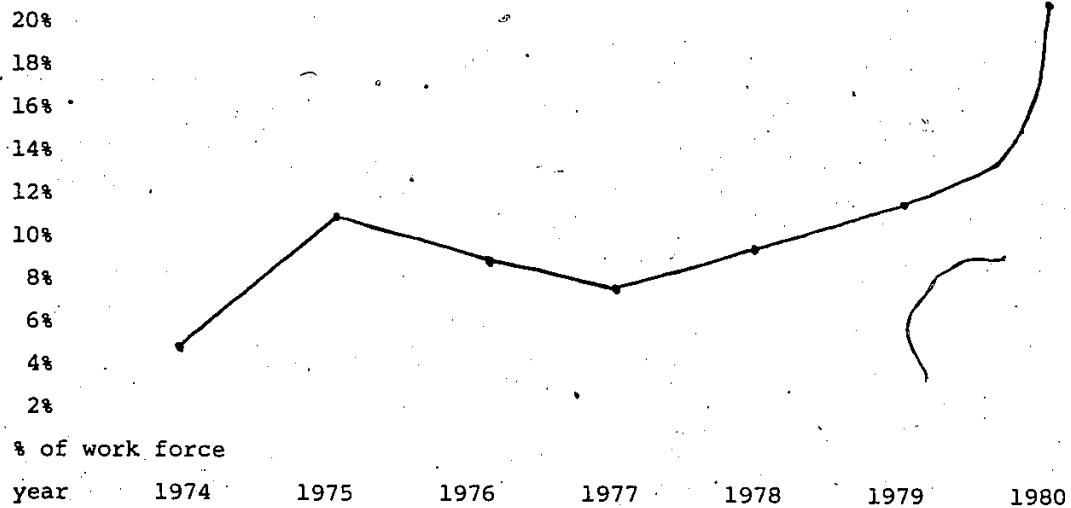


Figure 2. Average annual rate of unemployment for Windsor District.<sup>1</sup>

NOTE: Taken from Mayor Albert Weeks, "An Investment in the Future: A Special Request for Special Assistance to Long Term Workers presently Unemployed."<sup>1</sup>

A report prepared by The Mayor's Committee on Services for the Unemployed cited evidence that jobless workers needed more than Unemployment

<sup>1</sup> Mayor Albert Weeks, "An Investment in the Future: A Special Request for Special Assistance to Long Term Workers presently Unemployed" in Mayor's Committee Report of Services for the Unemployed, (Windsor: 1980), appendix VI.

Insurance Commission benefits. General Welfare Assistance and Municipal Social Services intake increased 32% in 1980 over figures for the previous year. The Committee was established when unemployment was at 12½% in January 1980. When the report was tabled in June 1980, the jobless rate had increased to 20%.<sup>2</sup>

Windsor's economy was affected by the poor performance in the auto industry. Sales declined in 1980 resulting in layoffs, and residential, real estate and retail sales were depressed as a consequence of the high unemployment.<sup>3</sup> In an analysis of the Windsor Economy prepared by the Canadian Imperial Bank of Commerce - Economics Division, the city's performance was summarily stated:

Certainly the Windsor-Essex area is suffering more from the deterioration in the U.S. economy and the weakening of domestic markets than many other communities in Ontario because of the dominance of transportation equipment manufacturers here.<sup>4</sup>

However, reactions to the area problems were as intense as one might have expected:

It was reported that some unemployed heads of households had moved out of the Windsor and Essex County

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<sup>2</sup> The Corporation of the City of Windsor, Mayor's Committee Report of Services for the Unemployed. (Windsor, 1980), p. 2.

<sup>3</sup> Ibid.

<sup>4</sup> Canadian Imperial Bank of Commerce Economic Forecast, found in Mayor's Committee Report of Services for the Unemployed, (Windsor, 1980), appendix 1. (B) p. 2.

area, most frequently to the western provinces to attempt to find work and send money back to their families.<sup>5</sup>

Other people felt optimistic about auto industry rehiring, particularly tradesmen and workers with seniority who choose to stay in the area.

The major employers in the area are auto plants. Ford, General Motors and Chrysler have combined capital expansion plans of \$1.1 billion dollars for Windsor operations so that the hope was that the unemployment would be of short duration. For those who remain in Windsor, problems appear to require professional attention. Certain agencies indicate this by reporting the increase in demand for services, ranging between 25% and 377% over 1979.<sup>6</sup>

Windsor has a history of unemployment that may account for the determination of some workers to have optimistic expectations about the future. Between 1930 and 1933 during the depression 4.5% of the population left Windsor and twelve percent of all accommodation was vacated by people travelling out of the area to find work.<sup>7</sup> In 1937, the city had 11,822 people on relief. 7,000 or approximately 9% of the population were employable but did not have jobs to perform. These men were placed with local utilities and paid 50 cents per hour. In exchange for relief funds the city expected work.<sup>8</sup> National unemployment figures also declined from one in every four workers in 1933, to one in every eight in 1937. The work camps operated by the Department of

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<sup>5</sup> Op. cit., p. 9.

<sup>6</sup> Ibid.

<sup>7</sup> Windsor Star, 3 February, 1980.

<sup>8</sup> Windsor Daily Star, 8 July 1937.

National Defence were fast becoming unnecessary with the onset of World War II.<sup>9</sup> Post-war reports showed great fluctuations in jobless rates as men returned from military service. In April 1946, the total number of people out of work dropped 12,000 in six weeks. Windsor had moved from the worst unemployment record in Canada to a much healthier situation that showed rises in post-war consumer demands for goods produced in the area, especially automobiles.<sup>10</sup> Through the fifties and in to the sixties unemployment continued to climb, even though there was overall growth in the local labour force.<sup>11</sup> In 1952 Ford of Canada transferred an entire plant and 10,000 jobs were lost to Oakville, affecting roughly twelve percent of all the citizens directly. Between 1950 and 1961 automotive jobs dropped from 26,000 to 14,000, a decline of 53.8%. During the mid-sixties industrial employment increased by 38%, turning unemployment around somewhat from 27,000 in 1961 to 34,000 in 1964.<sup>12</sup> A migration out of the area occurred during the recession period between 1974 and 1975, as shown in figure 3. From 1975 to 1979 employment opportunities had dropped by 7,000 jobs as manufacturers stopped hiring.<sup>13</sup> However, as table 3 shows, the number of employees

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<sup>9</sup> Windsor Daily Star, 22 July, 1937.

<sup>10</sup> Windsor Daily Star, 20 April, 1946.

<sup>11</sup> Windsor Star, 7 March 1958.

<sup>12</sup> Windsor Star, 3 February, 1980.

<sup>13</sup> Canadian Imperial Bank of Commerce, The Economic Outlook in Perspective in Mayor's Committee Report of Services for the Unemployed, (Windsor, 1980) appendix 1 (B), p. 2.

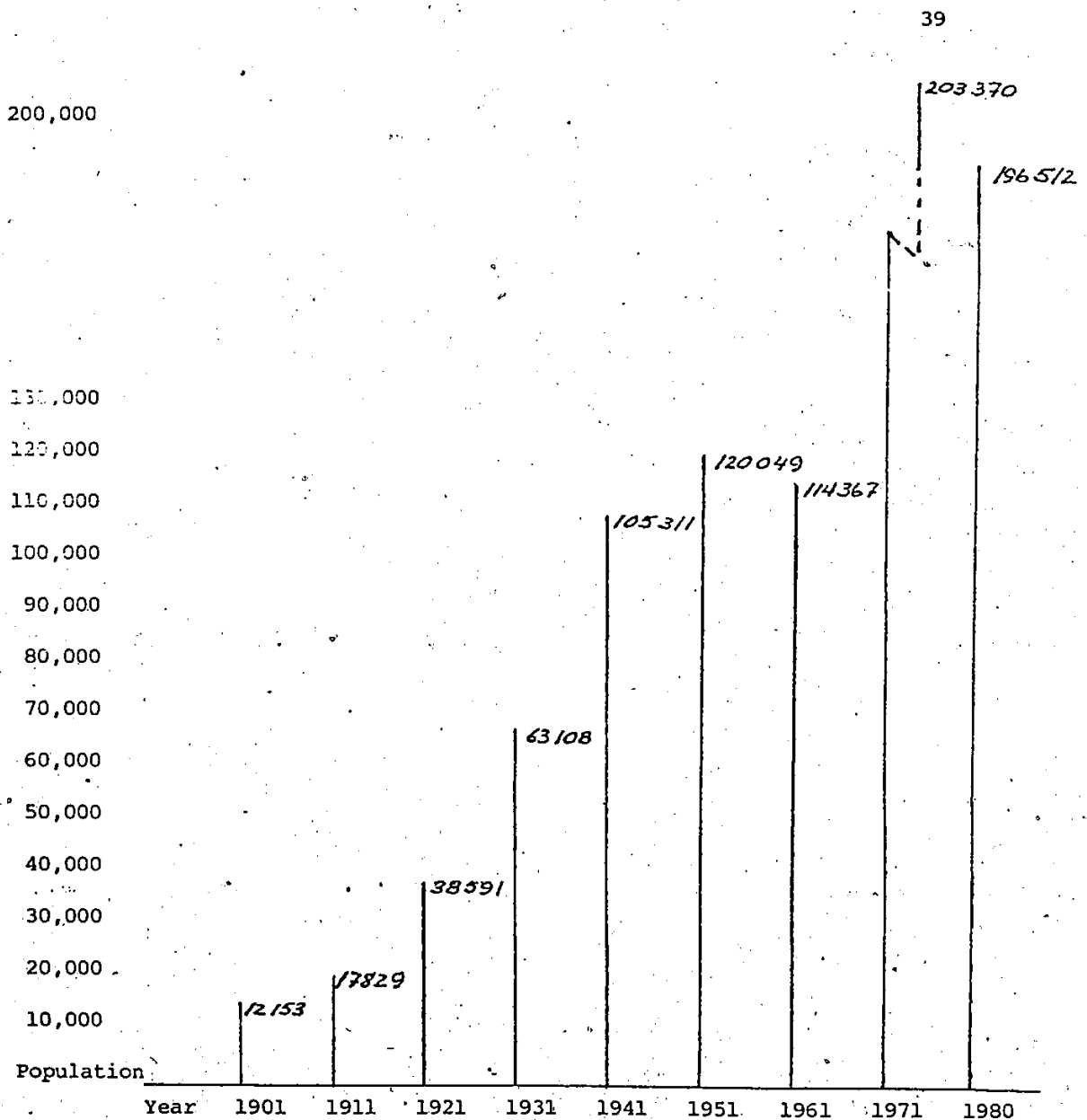


Figure 3. Population of Windsor, 1901-1980.<sup>14</sup>

<sup>14</sup> 1901-1961 Canada, Census of Canada, 1961 (Ottawa: Queen's Printer).  
 1971 Province of Ontario, Ethnic Composition of Ontario, 1971.  
 (Multicultural Development Branch, Ministry of Culture  
 and Recreation, 1976), p. 8.  
 1980 City of Windsor. Statistics and General Information,  
 Fiscal Year Ended, December 31, 1980, (Windsor, 1981),  
 p. 6FR.

TABLE 3

TOTAL NUMBER OF EMPLOYEES IN WINDSOR<sup>15</sup>

<u>Year</u>	<u>Number of Employees</u>
1970	34,600
1971	34,300 -
1972	34,900 +
1973	37,700 +
1974	35,800 -
1975	32,500 -
1976	32,882 +
1977	36,443 +
1978	38,143 +
1979	38,745 +
1980	39,300 +

<sup>15</sup> City of Windsor: Statistics and General Information Fiscal Year Ended December 31, 1980, p. 4.

in the area actually increased.

In the latter part of the 1970's, particularly 1979, unemployment in Windsor surpassed earlier rates. In April 1979 the Canadian Economic Council calculated Windsor unemployment at 10.6%.<sup>16</sup> In August 1979, Statistics Canada pegged the level of jobless at 12%, the highest for an urban area in the country, more than five percentage points above the national average.<sup>17</sup>

By March of 1980 the situation had worsened. Area unemployment was 19% and increasing - 22,000 Windsor Workers did not have jobs.<sup>18</sup> For Canada, the average was 8.6% unemployment, well below the 19% figure for Windsor-Essex.<sup>19</sup> More recently the jobless rate of 18.2% up until June 1981 tells of the longterm duration of the last and still remaining period of decline that has struck Windsor.<sup>20</sup> This decline has severe financial repercussions for the entire community. Table 4 shows the persistent financial debt of Windsor since 1969. The solution to this growing liability lies ultimately with the taxpayers of Windsor. Unemployment causes an erosion of the tax base, increasing the economic burden of those citizens who are still fully employed.

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<sup>16</sup> Windsor Star, 6 April, 1979.

<sup>17</sup> Windsor Star, 14 August, 1979.

<sup>18</sup> Windsor Star, 27 March, 1980.

<sup>19</sup> Windsor Star, 9 April, 1980.

<sup>20</sup> Windsor Star, 5 June, 1981.

TABLE 4

FINANCIAL STATISTICS OF WINDSOR<sup>21</sup>  
 SHOWING THE RATE OF DEBT PER CAPITA

Year	Net City Debt	Per Capita
1969	\$31,072,557	\$156
1970	35,303,978	178
1971	39,526,480	198
1972	57,914,087	286
1973	63,162,366	312
1974	60,144,784	302
1975	69,922,700	352
1976	84,612,705	431
1977	89,659,851	456
1978	92,999,366	472

Windsor is susceptible to high unemployment due to the prominent role played by the auto industry in Windsor's economy. Fluctuation in automotive sales in North America heavily influences the city's employment outlook.<sup>22</sup> Windsor is also affected by the investment situation

<sup>21</sup>City of Windsor, Statistics and General Information, Fiscal Year Ended December 31st, 1978, p. 16, and December 31st, 1980, p. 17.

<sup>22</sup>Dr. Antonio Guccione, Economic Forecast in Mayor's Committee Report of Services for the Unemployed. Appendix 1 (C), p. 4.



in Ontario. The province was once able to attract business investment with little competition from other parts of Canada. A continuing inflow of investment dollars into business and industry creates jobs and stimulates economic growth. The attractiveness of Ontario as an investment market has been challenged since the 1970's by other provincial governments. Industrial growth has declined.<sup>23</sup> Sluggish growth brings with it dwindling job opportunities, and fewer job opportunities increases the competition for openings. Employers are able to hire selectively the most qualified or over-qualified people in the type of work climate where labour is in surplus. It remains for those not hired to increase their qualifications and therefore the chances of being hired or resign themselves to prolonged unemployment.

#### Summary

Unemployment has been and will continue to be a source of problems for the working person. Certainly the Windsor labour force is familiar with work interruptions, but many people remain tenaciously loyal to local companies and the hope that history will once again repeat itself with increased auto sales and full employment for workers. In the meantime economists make predictions, politicians seek to maintain the status quo and psychological and social consequences continue unabated. What can be done? It is important to recognize that a deterioration can and does occur selectively during unemployment and that perhaps job

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<sup>23</sup> City of Windsor, Mayor's Committee . Appendix 1 (B), p. 1.

loss is a larger health issue than is being presently acknowledged. Workers and society at large remain vulnerable to the effects of unemployment because a proportion of the working population is unable to cope and little is being done to find out why.

## CHAPTER IV

### Methodology

In this chapter the steps taken to conduct the study are described and discussed. First, the type of research design used is outlined. This is followed by a statement of the research questions and hypotheses which were developed from the literature review. The data collection questionnaire is described, starting with a list of the concepts and operationalized definitions used to develop it. Next, the population and sample are identified, leading to the sampling selection itself. The pretest phase is described and the administration of the research questionnaire is discussed. The chapter concludes with a description of the steps taken to analyze the data and a discussion of the assumptions of the study and limitations of the chosen research design.

### Research Design

The type of study format used is determined by its intended purpose. An essential factor to consider is whether the study is intended to generate new information or test the accuracy of already existing information. During the process of examining prior studies on unemployment, it was apparent that there were many components of psychological and social functioning which are relevant to social work intervention. Assisting a client's adjustment to problems requires both a psychological and sociological analysis of the client. Dealing with a client who happens to be unemployed presents

certain problems for the social worker. Determining a client's reaction to job loss is difficult because there is no clear indication of the source of problems. Is the client exhibiting symptoms of reaction to a social event or is unemployment simply an opportunity for pre-established problems to surface? Moving one step further, is it possible to measure the effects of unemployment on the health of a worker?

To gather this information an exploratory-descriptive research design was used to study psychological and sociological components of unemployment. This type of study is defined by Tripodi, Fellin and Meyer:

Combined exploratory-descriptive studies are those exploratory studies which seek to thoroughly describe a particular phenomenon. The concern may be with one behavioral unit, as in a case study, for which both empirical and theoretical analyses are made. The purpose of these studies is to develop ideas and theoretical generalizations. Descriptions are in both quantitative and qualitative form, and the accumulation of detailed information by such means as participant observation may be found. Sampling procedures are flexible, and little concern is usually given to systematic representativeness.<sup>1</sup>

From the literature review, it was determined that different reactions to unemployment take place. By using a reliable and valid measurement of effect it is then possible to identify two things: first, the range of effect on a continuum and second discrete descriptive

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<sup>1</sup> Tony Tripodi, Phillip Fellin and Henry J. Meyer, The Assessment of Social Research, (Illinois: F.R. Peacock Publishers, Inc. 1979) p. 49.

variables based on the extent to which an individual is affected. If the characteristics are similar between subjects placed along a continuum of effect this can be interpreted as an indication that the basis of effect is in the nature of unemployment or that effect is a consequence of unemployment. If there are distinguishable traits that can be associated with levels on a continuum of effect this can be interpreted as an indication that effect of unemployment is due to the characteristics of the people or that effect is a consequence of individually defined and therefore pre-determined properties. Although an exploratory-descriptive study cannot determine causality, this study can be a preliminary step in describing how unemployment can affect individuals.

#### Hypotheses

Part of the work of this study is to identify a measure of unemployment's effect. For this purpose two scales were used. Each scale measures part of a complex process of interaction between the personality and society.

Based on information in the literature review it was determined that the concepts of anomia and resignation may be applied to the unemployed and the following research hypotheses were developed:

##### Hypothesis 1:

There will be statistically significant differences between the resigned group and the unresigned group with respect to various demographic variables.

##### Hypothesis 2:

There will be statistically significant differences between groups stratified by the anomia scales with respect to various demographic variables.

Various studies examined in the literature review suggest that relationships are important to the study of economic adversity. Husband and wife play specific roles in a family which may or may not be equally affected by unemployment. The third hypothesis was intended to examine the question from the perspective that both roles are affected by unemployment.

Hypothesis 3:

At each scale level of measurement there will be statistically significant correlations between worker and spouse scores.

In addition to the use of hypotheses, the study will attempt to find answers for the following research questions:

1. Are the resignation and anomia scales useful measures of the effect of unemployment?
2. Can social or psychological problems be determined as antecedent or consequential to being unemployed?

Population and Sample

The source of data for the study was a Windsor-based social service agency, The Unemployed Help Centre (hereafter referred to as the U.H.C.). During 1980 over 10% of Windsor's 197,000 population were unemployed, outdistancing the provincial rate of 6.6% for the same period. This was not the first time Windsor had recorded high unemployment. Five years earlier, in 1975 when auto sales fell, unemployment

had reached 11%.<sup>2</sup>

The U.H.C. had been in existence as a non-profit agency since 1977 under the sponsorship of the United Way of Windsor and Essex County and the Windsor and District Labour Council. A staff of fulltime and volunteer workers provide service to unemployed people who voluntarily contact them. In addition to making appropriate referrals to professional or government services staff members are adept at responding to credit and mortgage concerns, assisting in job search and ameliorating problems with the Canada Employment Centre and Municipal Social Service Departments. In the first quarter of 1980 demands for services increased between 340% and 452% over the same period for 1979.<sup>3</sup>

In June 1981 the U.H.C. had 1,547 unemployed people registered on their active files, or roughly 14% of Windsor's unemployed. To draw a sample each case sheet in their active files was assigned a unique number. A table of random numbers was then used to select subjects. When a selected case sheet was incomplete the next usable sheet in that file was used. For a population of 15,000 the recommended sample is 320.<sup>4</sup> However, considering the nature of the issue being investigated, the effects of unemployment, a decision was made to take the maximum random sample possible. After processing 1,230 case sheets 500 subjects were drawn. The sample of 500 was composed of unemployed workers in Windsor and Essex County.

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<sup>2</sup> The Corporation of the City of Windsor, The Mayor's Committee on Services for the Unemployed, Windsor, 1980, p. 4.

<sup>3</sup> Ibid., pp. 5-7.

<sup>4</sup> L.B. Christian, Experimental Methodology, (Boston: Allyn and

### The Instrument

At this point it was necessary to select a means of collecting data. Two alternatives were possible within the framework of an exploratory-descriptive design, interview or questionnaire. The latter alternative was chosen for the following reasons:

1. questionnaires allow quick access to a study population,
2. subjects were able to remain anonymous,
3. costs of administering and analyzing were within the limits of the researcher,
4. it was an appropriate instrument for an exploratory-descriptive research design.

Clients of the U.H.C. had irregular contact with the agency. Collecting data systematically would require contacting the sample in an expedient and cost-efficient way. For these reasons a mailed self-administered questionnaire was chosen as the means of gathering information.

There was evidence in the literature review suggesting that the influence of marital and family dynamics may have a determining effect on the worker's response to unemployment. After taking this into account the questionnaire development proceeded in two parts. One part was the construction of a questionnaire for the respondent, designated as the worker. The second part, briefer than the worker's portion, was designed to collect data from the spouse of the worker.

The spouse questionnaire was designed to measure the influence



of unemployment on a spouse. However, this was not the only reason for involving the spouse. Shirley Jenkins has noted that a good rate of return depends on "a strong incentive for the respondent to comply."<sup>5</sup> Asking an unemployed person to express his dilemma on a questionnaire was not expected to promote cooperation in all cases. Involving the spouse was expected to provide some additional incentive. Also, the validity of the questionnaire is improved by having two measures of resignation and anomia, from which the consistency of responses can be determined between partners.

#### Data Collection

After worker and spouse questionnaires were prepared a letter of introduction was drafted (appendix 1). A brief paragraph of instructions was included to guide the respondent through the questionnaire. For each respondent a package was prepared consisting of a worker questionnaire (appendix 2), a spouse questionnaire (appendix 3), an introductory letter, instructions, and a stamped pre-addressed return envelope.

Before starting the data collection a pretest of the instrument was performed. This step was taken as a precaution against unforeseen problems in applying the instrument and to confirm empirically that the questionnaire was able to collect the information for which it was

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<sup>5</sup> Shirley Jenkins, "Collecting Data by Questionnaire and Interview," in Social Work Research, ed. Norman A. Polansky, (Illinois: The University of Chicago Press, 1975), p. 133.

designed.

With the cooperation of U.H.C. staff, fifty questionnaire packages were placed at the agency. For a one week period each new client was to be handed a package and asked to complete the questionnaires. During the test week 14 packages were issued and 11 completed questionnaires were returned.

Both the anomia and resignation scales have undergone prior statistical analysis, verifying both validity and reliability regarding measurement of the specific variables. Killian and Grigg calculated a coefficient of reproductivity of .90 for the Srole Scale.<sup>6</sup> Meier and Bell had the identical .90 result in studying anomia and differential access to achievement.<sup>7</sup> Alix and Lantz calculated a coefficient (Gamma) of .93.<sup>8</sup> Based on the results of the pretest a decision was made to proceed with no modification to the instrument.

The total sample, 500, was divided in two parts which was due to budgeting restrictions created by the costs of postage and materials. A space of two weeks had been intended to separate each mailing. However, an unexpected mail strike extended the second mailing and delayed returns from the first mailing.

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<sup>6</sup> L. Killian and C. Grigg, "Urbanism, Race and Anomia", American Journal of Sociology, 67 (May, 1962), pp. 661-665.

<sup>7</sup> Dorothy L. Meier and Wendell Bell, "Anomia and Differential Access to the Achievement of Life Goals", American Sociological Review, 24 (April, 1950), pp. 189-202, 566.

<sup>8</sup> Alix and Lantz, The Relationship Between Resignation and Performance, p. 47.

### Development of the Questionnaire

The questionnaires which were developed were composed of questions designed to elicit data on resignation, anomia and various demographic variables.

Anomia. Unemployment is a social event that eventually is manifest in a range of psychological performances. The worker is outside the mainstream of community life, no longer productive but receiving aid (U.I.C.). As well his need to return to work is affected by political and economic decisions which may tend to prolong unemployment in search of long term solutions. He has reasons to believe society has ignored his needs, and feels isolated. Leo Srole has designed a scale to measure this sense of isolation or social integration. More simply stated, the Srole scale measures the sense of belongingness which tends to be strengthened or weakened by the reciprocal, interdependent role of worker and society. Unemployment violates this relationship. The human reaction to this violation appears to be suggested in the five elements of the Srole Scale. The questions used to test each element can be found in appendices 2 and 3.

1. The questions measuring the concept that community leaders are indifferent to needs were worker question 38 and spouse question 20.
2. The questions measuring the concept that the social order is unpredictable were worker question 39 and spouse question 21.
3. The questions measuring the concept that goals are being lost were worker question 40 and spouse question 22.

4. The questions measuring the loss of internalized norms and values were worker question 41 and spouse question 23.
5. The questions measuring feelings of unpredicative and unsupportive relationships were worker question 42 and spouse question 24.<sup>9</sup>

Resignation. While society loses a productive worker's talent this is not a human cost. The worker alone endures the indignity of deviant status. Unable to rely upon the social structure, and unable to resolve his dilemma then it is logical to expect apathy. Lantz and Alix worked with the idea that apathy may be characterized by a pattern of resignation. Without defining apathy they felt able to describe symptoms of the presence of apathy which they referred to as resignation. The indicators of resignation were used to design a fifteen item scale and appear consistent with the alienation theme in Srole's scale.

After a statistically and empirically supported process of investigation Lantz and Alix were able to identify and reduce the characteristics of resignation. The following are the four concepts that resulted from their study and the questions designed to measure each, which can be found in appendices 1 and 2.

1. Questions measuring lack of commitment and ambition were worker questions 54, 55, 59, 60, 62 and spouse questions, 31, 32, 36, 37 and 39.
2. The question measuring aversion to planning was worker question 49 and spouse question 26.
3. Questions measuring detachment from others were worker questions 50, 52, 56, 57, 63 and spouse questions 27, 29, 33, 34 and 40.

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<sup>9</sup> Leo Srole, "Social Integration and Certain Corollaries", American Sociological Review, 21: 709-716.

4. Questions measuring restriction of hopes and aspirations were worker questions 51, 53, 58, 61 and spouse questions 28, 30, 35 and 38.<sup>10</sup>

Demographic Variables. The resignation scale and anomia scale were included on both worker and spouse questionnaires. On the questionnaire for the unemployed worker certain questions were asked in order to describe demographic features of the respondent. These were questions 1-43 and 63-64 in the worker questionnaire (appendix 2).

Along with the resignation scale and the anomia scale the spouse was asked to respond to other questions with the purpose of describing the respondent. These were questions 1-19 and 39-41 in the spouse questionnaire (appendix 3).

Each respondent was asked an open-ended question at the end of his or her particular questionnaire. The worker was asked: If you had a friend who was unemployed, what advice would you offer to help that person?

The spouse was asked: If you had a friend who was in your shoes, what help would you offer to that person? Space was also allowed for additional comments.

#### Scoring of the Questionnaire

Respondents were asked to respond to the questions measuring

<sup>10</sup> Ernest K. Alix and Herman R. Lantz, A Study of the Relationships Between Resignation and Performance in a Job Retraining Program, (Illinois: Southern Illinois University, 1967), Chapter 3, pp. 1-66.

Acknowledgement: I would like to acknowledge the assistance of Dr. G. Booth, thesis committee member, who as a Ph.D. candidate at

resignation on a five point scale: 1. Strongly Agree, 2. Agree, 3. Undecided, 4. Disagree, 5. Strongly Disagree. A numerical value was given to each:

<u>Response</u>	<u>Value</u>
Strongly Agree	1
Agree	2
Undecided	3
Disagree	4
Strongly Disagree	5

On the resignation scale, calculating the scores required totaling the values of responses. The possible range of scores was 15 to 75. Scores below 30 fell into the unresigned category and scores above 30 fell into the resigned category according to the instructions for this determination given by Alix and Lantz.<sup>11</sup> With the anomia scale respondents were asked to agree or disagree. The possible range of scores was 0 to 5. Each agree had a value of one and a disagree a value of 0.

The anomia scale scoring proceeded by adding the values of each response. Rather than groupings, the Srole scale indicated the level of anomia measured for each respondent. The high summation indicated a high level of anomia and low summation indicated a low level of anomia.

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Southern Illinois University used the Lantz and Alix scale and subsequently drew this researcher's attention to the utility of the scale for the study of unemployment.

<sup>11</sup> Alix and Lantz, A Study of the Relationship Between Resignation and Performance, p. 57.

Again, this computation was designed by Srole for use with the anomia scale.<sup>12</sup>

Scoring of demographic questions included pre-coding of responses and tabulation of frequencies. Open ended questions were not intended to be incorporated into the data analysis. Instead the questions on each questionnaire provided an opportunity for respondents to give vent to their aspirations or frustrations.

#### Data Analysis

For hypothesis 1, the two groups (resigned and unresigned) are independent. The data are shown in terms of univariate analysis in discrete categories. The Chi-square test for independence and the t-test for significance of association were used. For hypothesis 2 the Chi-square was used to test independence and the measure of association was calculated using Spearman r. The Spearman is normally used for data at the ordinal level. This restriction has been suspended and calculations made for nominal level data under the qualification of prior use by Milton Rokeach in The Nature of Human Values.<sup>13</sup> For hypo-

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<sup>12</sup> Delbert C. Miller, Handbook of Research Design and Social Measurement, 2nd ed., (New York: David McKay Co., Inc., 1970), pp. 320-321.

<sup>13</sup> Milton, Rokeach, The Nature of Human Values, (New York, Free Press, 1973).

thesis 3 the Spearman  $r_s$  correlation was calculated to measure the strength of association. The significance level chosen was .05 or less.

Data analysis was performed using the S.A.S. (Statistical Analysis System) program on the University of Windsor computer system.

#### Assumptions and Limitations

Although interviewer bias is eliminated, using a mailed out, self-administered questionnaire lacks any formal control over the accuracy of responses. The respondent may misinterpret questions or simply choose to give misleading answers. The quality of the data is limited because complex psychological and social dimensions are being measured using predetermined responses to questions. This procedure is useful for this type of questionnaire but tends to have the result of minimizing individual differences. Although the respondents were assured that data would be kept anonymous the activity engaged in could be considered a violation of privacy by some and influence their answers. More traditional methods of assessing psycho-social effect through projective tests were not feasible because of the use of mail-out questionnaires and the time involved to administer and score such tests.

The Alix and Lantz scale was designed for the purpose of measuring the relationship between resignation and performance in a job retraining program. It was also used in a study of the reactions to divorce. This was the first time the resignation scale had been applied in a



study of unemployed people per se. Similarly this was the first time that the Srole test of anomia was used to study unemployed people specifically. Though subjects in past studies in which the anomia scale was used may have been unemployed, this researcher is unaware of any application of the scale in a study of the effect of unemployment.

Neither anomia nor resignation are considered more significant in the investigation of unemployment than the day to day stress of the life cycle. The fact that a subject is shown to be negatively affected by unemployment when completing the questionnaire does not mean that this is a constant state. Psycho-social effects of unemployment may be measured in areas other than those tested by the questionnaire. However, including all dimensions of effect in a questionnaire could not be done without increasing the possibility of results being affected by extraneous variables. Since the types of family situations included in the instrument were not exhaustive, the results were limited to the types of situations described on the questionnaire. Also, the questionnaire was worded to suggest the person was one of the many laid-off Windsor workers. Unemployment could happen for a range of reasons not included in the design of the instrument. For reasons of limiting the time to complete the questionnaire the results were limited to the type of unemployment circumstances. No allowance was made for serial relationships under marital status; the results were assumed to be based on the prevailing relationship at the time of answering.

The period of time between contact with the agency and receiving the request to comply with this study may have been up to three years. Those people described by this time frame may have felt no motivation

to cooperate with a U.H.C. sanctioned study after that length of time.

There was also a degree of literacy assumed in order to comply with the researcher's request, therefore only those respondents with adequate reading and writing skills could be expected to reply. Unemployment had occurred throughout the area prior to this study period and the population being examined here is limited to those workers who did not leave the Windsor area to find work between the time they registered with the U.H.C. and the delivery of the questionnaire.

Not only was a degree of literacy assumed but as well, a degree of honesty was assumed. The researcher had to assume that both the spouse and the worker filled out the questionnaires independently and honestly.

With regard to external validity, the study results are generalizable only to the study population because a degree of selectivity was involved when a subject registered with the Unemployed Help Centre. The study population was therefore distinct from the general population that was not polled in the sampling procedure.

## CHAPTER V

### Analysis of Data

#### Response Rate

Of the 500 questionnaire packets mailed, 94 were returned completed. Three more were hand delivered to the researcher's residence. An additional 38 packets were returned undelivered: one was marked "unclaimed", two were marked "no such address", and 35 were marked "moved" or "whereabouts unknown" by the Post Office. This accounts for 135 of 500 or 27% of the sample.

Two female respondents contacted the researcher by telephone and gave reasons for not participating. One explained her reluctance was due to certain questions that she felt were impertinent. She explained that answering the question "My spouse could do more to find a job." was paramount to marital breakdown. The other respondent was angry and wanted to express her interpretation of "unchristian" questions being asked of unemployed workers and spouses. The study would not reduce unemployment and therefore was not practical. The solution to life's problems for unemployed people and the researcher was faith in God in her view.

In the returned packets were 97 completed worker questionnaires and 68 completed spouse questionnaires. Not all respondents answered all questions however. To organize the data analysis, questions were

grouped into five categories pertaining to the area being discussed.

The categories were:

1. Individual characteristics
2. Occupational characteristics
3. Financial characteristics
4. Unemployment characteristics
5. Effects of unemployment.

Additional headings were used with reference to the hypothesis being tested or the research question being answered. Results will be found listed under each heading, starting first with worker and followed by the spouse data where required.

#### Individual Characteristics

Age. The mean age of workers was 32.1 years with a range of 20-61 years and a standard deviation of 10.55. The mean age of the spouse respondents was 34.6 years, with a range of 19 to 64 years, and a standard deviation of 11.25.

Sex. Of the workers 74.23% were male and of the spouse group 82.3% were female.

Religion. The majority of workers (62.8%) reported that they did practise a religion. The frequency of response to question 6 "If religion is important to you, what religion do you practice?" is shown in Table 5.

Table 5

Frequency of Responses to Question Concerning  
Religious Practise of Unemployed Workers N=97

Religion	Frequency	Percent
No response	19	19.5
Catholic	33	34.0
Protestant	27	27.8
Jewish	1	1.0
Not practicing	17	17.5

Nationality. The majority of workers (82.47%) and spouses (77.6%) were Canadian. The frequency of response to question 3 "Nationality" is shown in Table 6 for both worker and spouse.

Table 6

Frequency of response to question 3 "Nationality"

Nationality	Worker N=97		Spouse N=67	
	Frequency	Percent	Frequency	Percent
Canadian	80	82.5	52	77.6
American	1	1.0	0	0.0
European	13	13.4	13	19.4
Asian	3	3.1	2	3.0

Family's Presence in Canada. Ninety-six workers reported the number of years their family had been in Canada, with the majority or 78.13% indicating more than 30 years. The range was from less than one year to more than 30 years, with a mode of more than 30 years; 72.7% of the spouse group also indicated more than 30 years. The range for spouses was from 4 years to more than 30 years with a mode of more than 30 years.

The frequency of response to question 5 "To the best of your knowledge, how long has your family lived in Canada" is shown in Table 7 for both worker and spouse.

Table 7

Frequency of response to question concerning  
family's presence in Canada

Number of Years in Canada	Worker N=96		Spouse N=66	
	Frequency	Percent	Frequency	Percent
0-3 years	1	1.042	0	0.0
4-6 years	1	1.042	1	1.5
7-9 years	1	1.042	1	1.5
10-12 years	3	3.125	3	4.5
13-15 years	4	4.167	3	4.5
16-18 years	3	3.125	2	3.0
19-21 years	1	1.042	1	1.5
22-27 years	4	4.167	2	3.0
28-30 years	3	3.125	5	7.5
more than 30 years	75	78.125	48	72.7

Marital Status. When the marital status of workers was examined the majority (70.13%) of workers reported that they were married. The frequency of response to question 4 "Marital Status" is shown in Table 8.

Table 8

Frequency of response to question 4  
"Marital Status" N=97

Marital Status	Frequency	Percent
Never Married	14	14.4
Married	69	71.1
Common Law	2	2.1
Divorced	11	11.3
Widowed	1	1.0

Duration of Marital Relationship. Both worker and spouse were asked to indicate the length of the relationship. The worker response was a mean of 7.21 years with a standard deviation of 6.65. The spouses, answering the same question, indicated a mean of 5.5 years with a standard deviation of 10.6 years.

Dependents. Of the total sample, the largest group, 32%, reported that they had three dependents. The frequency of response to number of dependents is shown in Table 9.

Table 9  
Frequency of response to  
number of dependents N=97

Number of Dependents	Frequency	Percent
0	26 ✓	26.7
1	15	15.5
2	19	19.4
3	31	32.0
4	4	4.1
5	2	2.1

Of the dependents 61% were female.

In examining the relationship of dependents to worker 68% were children and 26% were spouses. Only 5 dependents were parents, and 5 were siblings. One dependent was a grandparent. The modal age of the dependents was 6 years, the mean was 13.6 years and the standard deviation was 6.3.

Of the workers 7.2% supported dependents who were not living with them. One worker supported three dependents, two workers supported two and seven workers supported one dependent. There were six females and five males in this category of dependent. Nine were children and two were spouses. The mean age was 17.5 years with a standard deviation of 7.1 years and a range of two months to 26 years.

Housing. The majority of the sample (60.5%) were home-owners. The frequency of response to question 8 concerning housing is shown in Table 10.



Table 10

Frequency of response to question concerning  
housing N=97

Housing Type	Frequency	Percent
Home Owner (Including Mortgages)	60	61.9
House Renter	12	12.4
Apartment Renter	8	8.2
Boarder	17	17.5

Education. Of the 97 workers, 95 volunteered information about education completed. 63.15% had 11 or more years of education. The range for workers was 6 years to 21 years, with a mode of 12 years and a mean of 11.7 years; the standard deviation was 3.1 years. Within the spouse group 72.06% had 11 or more years of education. The range was 2 to 17 years, with a mode of 12 years and a mean of 11.82 years; the standard deviation was 5.03 years.

#### Occupational Characteristics

Occupational Type. Of the 75 workers who answered the question on occupational type (question 13) the largest group (41.3%) reported that they were assembly-line auto workers. The frequency of response to question 13 is shown in Table 11.

Table 11

Frequency of response to question concerning  
occupational type N=75

Occupation	Frequency	Percent
Professional	5	6.7
Technician	3	4.0
Skilled trade or managerial	12	16.0
Assembly line auto worker	31	41.3
Unskilled	24	31.9

Job Tenure. Although not all workers reported their occupational type 95 reported the period of employment at their job. Of this group the mean was .6 years, with a mode of 4 years and a standard deviation of 1.49 years; 52.6% of the group had been employed seven or less years.

Income. The incomes of workers ranged from less than \$6,000.00 for 5.2% of the workers, up to more than \$32,000.00 for 2.06%. The income mode was between \$14,001-\$15,500 with 11.9% of the group reporting this income. Another 8.3% reported earning between \$15,501-\$17,000.

#### Financial Characteristics

Unemployment Insurance—Benefits. Out of 87 respondents, 80.5% had received unemployment insurance benefits since being unemployed. Of the 58 workers who indicated whether or not benefits had been delayed,

35.6% had experienced a delay. Thirty workers cited the number of weeks for which insurance benefits had been received. The mean number of weeks was 7.07 with a standard deviation of 11.88, a mode of 4 weeks and a range of 0-24 weeks. Fifty-eight workers gave information regarding the remaining weeks of eligibility for unemployment benefits with 63.8% indicating that they had no remaining weeks of eligibility. The mean eligibility remaining was 1.9 weeks, with a standard deviation of 1.7.

Contributions of Family Members. Weekly financial assistance was received from family members by 61.9% of the workers. In total, there were 60 contributors, 20% of whom were not working. The contribution mean was \$102.76 per week with a standard median of \$107.23 and a range of 0-\$200.00. Of all contributors 78.3% were spouses.

Spouse Work Status. Following the worker's unemployment, 20.6% of the spouses had found either full or part time work while 44.1% had a job prior to the worker's unemployment. The remaining 35.3% either worked in the home or were unable to work.

Borrowing. Twenty-eight workers indicated that they had borrowed money since being unemployed; 89% of them had turned to relatives, 75% had turned to friends and 53.6% had turned to a lending institution for funds.

#### Unemployment Characteristics

Duration. As reported by the worker, the range of unemployment was from 1 to 99 weeks. The mode was 19 weeks of unemployment. The sample mean was 9.2 weeks with a standard deviation of 23.6. The spouse

group also indicated a duration of unemployment. The mean was 6.5 weeks, with a standard deviation of 18.8.

Duration of Unemployment For Those Rehired. Some workers had been rehired subsequent to being surveyed. For the 30 workers in this category, the mean was 14.7 weeks of unemployment, with a standard deviation of 28.2 weeks.

Employment Refused. Some workers, though offered work, had refused the opportunity. Thirteen individuals had turned down full time and 35 individuals had refused part time employment accounting for 49.8% of the sample. Only 30 workers indicated that they were actively looking for work.

Change of Occupation. Of those surveyed 61.85% had considered changing occupations in order to secure employment and 20.6% of the sample had sought work in a field other than that of their previous occupation.

Circumstances of Employment Search. Workers were asked about their considerations with regards to finding work and 29.9% were considering a move from the Windsor area to find a job. An actual 30.9% had gone out of the area in search of employment and 44.3% were willing to relocate if a job similar to their pre-unemployment occupation was offered. Finding a new type of job at the same wages they earned formerly would be reason to move for 38.1% of the respondents. For those who owned houses, 25.8% agreed they would move if the house could be sold. For 25.8% of the workers moving was feasible if unemployment insurance benefits were exhausted. With assistance by a company to pay moving costs, 45.4% of the sample would consider moving. Job security was reason to move for 60.8% if they felt that the out of town job would last forever.

Spouse Support. Of the spouses sampled, 23.5% agreed that their husband or wife should take any job offer. A higher percentage of spouses, 42.6%, were supportive of a move from the area to find work. In terms of assessing job search efforts 20.6% of the spouses agreed more could be done by the worker to find a job. 75% of the spouse group had prior experience with unemployment; the mean was 2.6 incidents of unemployment with a standard deviation of 2.33. For 25% it was the spouse's first experience of unemployment with the worker. The range was from 0 to 15 previous episodes of unemployment. Of the spouse group, 66.18% agreed that the lack of money was the main source of family problems.

Job Search Techniques. When asked to indicate the period of day used to look for work 56.7% of the sample responded; 32.7% of those that responded used the morning and 67.3% used the afternoon to look. Sixty-eight respondents in the sample reported the methods they used to find work as shown in Table 12.

Table 12

Frequency of workers who indicated the use of a specific  
job search technique N=68

Job Search Technique	Frequency	Percent
Out of town help wanted ads	30	44.0
Going directly to the companies	43	63.0
Canada Manpower counsellor	31	45.5
Private employment assistance	11	16.0
Union advice	24	35.0
Contacts with friends and relatives	35	51.0
Make your own job	14	20.5
Local newspaper	26	38.2

### Effects of Unemployment

Problems in Common. A majority of workers (64.9%) did not believe that unemployed workers had common problems. As well, a majority (63.9%) did not believe that they had more problems than others who were unemployed. Only 23.7% agreed that unemployed workers had common problems and only 25.7% of the workers felt they had more problems than most unemployed.

Inevitability of Unemployment. The workers were divided on the inevitability of unemployment; 40.2% agreed that unemployment was a fact of life and unavoidable while 45.4% disagreed with this view of job loss; the remainder were undecided.

Change in Routine. Although 63.9% of the workers did perceive a change in day to day routine, 24.7% felt that unemployment had not caused changes in their pattern of daily activity.

Altered Sleep. Some workers were undecided about their sleep activity, accounting for 10.3% of the sample group and 32.98% felt that they had slept more since they were not working.

Individual or Family Effect. Of the workers surveyed 77.3% recognized that unemployment affected their family as well as themselves.

Contact with Relatives. Of the workers, 71.1% noted an increased amount of contact with relatives. Of the spouse group 22% had increased contact with relatives and there was more contact with neighbours and friends for 61.8% of those polled.

Contact with Spouse or Children. Since losing their job, 37.1% of the workers contacted their nuclear family less frequently. This type of involvement increased for 56.7% of the 97 workers in the survey.

Marital Impact of Unemployment. Of the spouse group, 77.9% felt that a good marriage tended to ameliorate problems brought on by unemployment. However, 66.18% did not see those problems as bringing the family members closer; 63.2% indicated that unemployment could disrupt a good marriage. For 58.8% of spouses surveyed being married did not ameliorate the problems of unemployment.

Decision Making. Slightly more than half of the spouse group, 51.8%, felt that agreeing with their husband or wife had not become more difficult while he or she was out of work. For 32.5% of spouses the worker's unemployment had been a time when they made more decisions. In terms of the family, 36.2% of the married workers sensed a decrease in the number of decisions they made during the time of their unemployment.

#### Hypothesis Regarding The Resignation Scale

The researcher hypothesized that there would be differences between those in the resigned group and those in the unresigned group that could be identified demographically. Therefore the null hypothesis tested was that there would be no differences between the resigned group and the unresigned group with respect to various demographic variables. Using the Alix and Lantz scoring procedure the sample was divided by the resignation scale into two groups. This was done by first summing the values assigned to answers checked off by a worker. If the total was 30 or higher a respondent was considered resigned. Summed scores of less than 30 indicated that a respondent was not in the resigned category. This type of respondent was placed in the unresigned group.

The t test and Chi-square test for significance were used to test the differences between the two groups. As a result of calculating resignation values, there were 91 workers in the resigned group and six in the unresigned group.

Age. Using the t test for significance,  $t = -.46$ ,  $p > .05$ , the null hypothesis was accepted. There were no differences between the two groups on the basis of age.

Sex. Using the Chi-square test for significance,  $\chi^2(1) = .282$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences between the two groups on the basis of sex.

Religion. The majority in both resigned and unresigned groups reported that they did practice a religion. The response frequencies are shown in Table 13.

Table 13

Frequency of response to question concerning religion  
by resigned and unresigned respondents

Religion	Resigned N=91		Unresigned N=6	
	Frequency	Percent	Frequency	Percent
No response	19	20.0	0	0.0
Not practicing	15	16.5	2	33.3
Catholic	30	32.9	3	50.0
Protestants	27	30.6	0	0.0
Jewish	0	0.0	1	16.7

Using the Chi square test for significance,  $\chi^2(5) = 20.09$ ,  $p < .05$ , the null hypothesis was rejected. There were statistically significant differences between the two groups on the basis of religion. The main con-



tribution to the difference was the presence of one unresigned Jew.

Nationality. Canadians accounted for 84.6% of those in the resigned group and 50% of those in the unresigned group. Response frequencies are shown in Table 14.

Table 14

Frequency of response to question concerning  
nationality by resigned and unresigned workers

Nationality	Resigned = N=91		Unresigned N=6	
	Frequency	Percent	Frequency	Percent
Canadian	77	84.6	3	50.0
American	0	0.0	1	16.6
European	12	13.2	1	16.6
Asian	2	2.1	1	16.6

Using the Chi Square test for significance  $\chi^2 (3) = 20.3$ ,  $p < .05$ , the null hypothesis was rejected. There were statistically significant differences between the two groups on the basis of nationality. The main contribution to the difference was the presence of one American in the unresigned group.

Marital Status. The majority of resigned workers (72.5%) and the majority of unresigned workers (66.6%) were married. Response frequencies are shown in Table 15.

Table 15

Frequency of response to question concerning marital status by resigned and unresigned workers

Marital Status	Resigned N=91		Unresigned N=6	
	Frequency	Percent	Frequency	Percent
Never Married	14	15.4	0	0.0
Married	65	71.4	4	66.6
Common-law	1	1.1	1	16.6
Divorced	10	10.9	1	16.6
Widowed	1	1.1	0	0.0

Using the Chi Square test for significance,  $\chi^2(4) = 8.02$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences between the two groups on the basis of marital status.

Duration of the Marital Relationship. Married workers in the larger resigned group had a mean of 9.02 years married with a standard deviation of 8.5 years. The smaller unresigned group had a mean of 5.4 years married with a standard deviation of 4.8 years.

Using the t test for significance,  $t = 1.03$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences between the two groups on the basis of duration of the marital relationship.

Dependents Living with Worker. The largest group, 29 unresigned workers, responded that they had three dependents living with them. Response frequencies are shown in Table 16.

Using the Chi Square test for significance  $\chi^2(5) = 5.52$ ,  $p > .05$ , the null hypothesis was accepted. There were no differences between the two groups on the basis of number of dependents living with the worker.

Table 16

Frequency of response to question concerning dependents living with worker by resigned and unresigned workers.

Number of Dependents	Resigned N=91		Unresigned N=6	
	Frequency	Percent	Frequency	Percent
0	26	28.6	0	0.0
1	13	14.3	2	33.3
2	18	19.8	1	16.7
3	29	31.9	2	33.3
4	3	3.	1	16.7
5	2	2.2	0	0.0

Housing. The majority of the resigned group, 63.7%, owned houses, but the majority of the unresigned group, 66.6%, did not. Response frequencies are shown in Table 17.

Table 17

Frequency of response to question concerning housing by resigned and unresigned workers

Housing Type	Resigned N=91		Unresigned N=6	
	Frequency	Percent	Frequency	Percent
Home owner	58	63.7	2	33.3
House renter	11	12.1	1	16.7
Apt. renter	6	6.6	2	33.3
Boarder	16	17.6	1	16.7

Using the Chi Square test for significance,  $\chi^2 (3) = 5.88$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences between the two groups on the basis of housing.

Education. The two groups were similar in education completed with a mean of 11.2 years with a standard deviation of 3.37 years for those unresigned and a mean of 12.3 years with a standard deviation of 2.8 years for the resigned workers.

Using the t test for significance  $t = -.79$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences between the two groups on the basis of education.

Occupation. Although not all respondents reported their occupation the largest group for both resigned and unresigned workers was assembly line auto worker. Response frequencies are shown in Table 18.

Table 18

Frequency of response for question concerning occupational type by resigned and unresigned workers

Occupation	Resigned N=71		Unresigned N=4	
	Frequency	Percent	Frequency	Percent
Professional	4	5.6	1	25.0
Technician	3	4.2	0	0.0
Skilled Trade or Managerial	12	17.0	0	0.0
Assembly Line Autoworker	29	40.8	2	50.0
Unskilled	23	32.4	1	25.0

Using the Chi Square test for significance,  $\chi^2(4) = 2.80$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences between the two groups on the basis of occupational type.

Duration of Unemployment. The smaller sized unresigned group had a mean of 31 weeks of unemployment with a standard deviation of 34.7. The larger resigned group had a mean of 20.8 weeks and a standard deviation of 27.49.

Using the t test for significance,  $t = .7$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences between the two groups on the basis of duration of unemployment.

Workers Rehired. Of those people unresigned, five had not been rehired. In the resigned category out of 59 who gave this information 51.8% or 29 workers had been rehired between the time they registered at the Unemployed Help Centre and the time this sample was taken. Response frequencies are shown in Table 19.

Table 19

Frequency of response for question concerning rehiring  
by resigned and unresigned workers

Response	Resigned N=91		Unresigned N=6	
	Frequency	Percent	Frequency	Percent
No Response	36	39.6	2	33.3
Rehired	29	31.8	1	16.7
Not Rehired	26	28.5	3	50.0

Using the Chi Square test for significance  $\chi^2 (2) = 1.28$ ,  $p > .06$ , the null hypothesis was accepted. There were no statistically significant differences between the two groups on the basis of rehiring.

The researcher had hypothesized that there would be differences between those in the resigned group and those in the unresigned group that could be identified demographically. However no statistically significant differences could be found between the two groups except in the cases of religion and nationality.

#### Hypothesis Regarding the Anomia Scale

The researcher hypothesized that there would be differences among those groups categorized on the basis of anomia scores that could be identified demographically. Therefore the null hypothesis tested was that there would be no differences among groups stratified by the anomia scale with respect to various demographic variables. After applying the Srole scale, six groups with scores ranging from Anomia = 0 to Anomia = 5 were distinguished. The size of each group is shown in Table 20.

Table 20  
Frequency of workers as stratified  
by the anomia scale

Level of Measurement	Frequency	Percent *(N=96)
Anomia = 0	13	13.5
Anomia = 1	19	19.8
Anomia = 2	21	21.8
Anomia = 3	18	18.8
Anomia = 4	11	11.4
Anomia = 5	14	14.5

\*One respondent completed only part of the questionnaire, omitting those questions testing anomia, thus N=96.

Age. The range of means for the eight groups is from 29.6 to 36.14 years. Table 21 shows only slight variations in age indicating a similarity among groups.

Table 21  
Mean age of workers as stratified  
by anomia level N=96

Worker Level of Measurement	Mean Age in Years	Standard Deviation
Anomia = 0	33.6	10.2
Anomia = 1	34.7	10.6
Anomia = 2	33.2	7.8
Anomia = 3	29.6	5.7
Anomia = 4	32.3	12.6
Anomia = 5	36.14	11.1

Using the Spearman correlation coefficient  $r = -.07$ ,  $p = .47$ , the null hypothesis was accepted. There was no statistically significant relationship between age and anomia level.

Sex. The largest group of males (22.5%) were found at Anomia level 2 and the largest group of females were found at Anomia level 3. Response frequencies are shown in Table 22.

Table 22

Frequency of responses to question concerning  
sex by anomia level

Anomia Level	Male N=71		Female N=25	
	Frequency	Percent	Frequency	Percent
0	10	14.1	3	12
1	13	18.3	6	24
2	16	22.5	5	20
3	11	15.5	7	28
4	8	11.3	3	12
5	13	18.3	1	4

Using the Chi Square test for significance  $\chi^2 (5) = 4.67$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences among the groups on the basis of sex.

Religion. The largest group that did not respond to the question concerning religion was at Anomia level 2, 31.6%. The largest group of Catholics was at Anomia level 5, 27.3%. The largest group of Protestants was at either Anomia level 2 or 3, 25.9%. The only Jew was at Anomia level 5 and the largest group of not practicing workers was at Anomia level 2, 25%. Response frequencies are shown in Table 23.



Table 23

Frequency of response to question concerning  
religion by anomia level

Level	No Response		Not Practicing		Catholic		Protestant		Jewish	
	F	%	F	%	F	%	F	%	F	%
0	2	10.5	3	18.8	5	15.1	3	11.1	0	0
1	4	21.1	2	12.5	6	18.2	7	25.9	0	0
2	6	31.6	4	25.0	4	12.1	7	25.9	0	0
3	4	21.1	3	18.8	5	15.1	6	22.2	0	0
4	3	15.8	1	6.3	4	12.1	3	11.1	0	0
5	0	0	3	18.8	9	27.3	1	3.7	1	100

Using the Chi Square test for significance  $\chi^2(20) = 20.25$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences among the groups on the basis of religion.

Nationality. The largest group of Canadians was at Anomia level 2, 22.5%. The largest group of Europeans was at Anomia level 5, 30.8%. Response frequencies are shown in Table 24.

Table 24

Frequency of response to question concerning  
nationality by anomia level

Anomia level	Nationality					
	Canadian		European		Asian	
	F	%	F	%	F	%
0	12	15.0	1	7.7	0	0.0
1	15	18.8	3	23.1	1	33.3
2	18	22.4	2	15.4	1	33.3
3	16	20.0	2	15.4	0	0.0
4	10	12.5	1	7.7	0	0.0
5	9	11.3	4	30.8	1	33.3

Using the Chi Square test for significance,  $\chi^2(15) = 5.8$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences among the groups on the basis of nationality.

Marital Status. By differentiating workers' marital status for each scale level the married workers were found to outnumber all other categories at all levels.

The largest never married group was at Anomia level 1, 28.6%. The largest married group was at Anomia level 2, 23.5%. The largest divorced group was at Anomia levels 1 or 3, 27.3%. Response frequencies are shown in Table 25.

Table 25

Frequency of response to question concerning  
marital status by anomia level

Anomia Level	Marital Status									
	N=14		N=68		N=2		N=11		N=1	
	Never	Married	Married		Common	Law	Divorced		Widowed	
	F	%	F	%	F	%	F	%	FF	%
0	2	14.3	9	13.8	0	0	2	18.2	0	0
1	4	28.6	12	17.6	0	0	3	27.3	1	100
2	3	21.4	16	23.5	0	0	1	9.1	0	0
3	3	21.4	11	16.2	1	50	3	27.3	0	0
4	2	14.3	7	10.3	0	0	2	18.2	0	0
5	0	0	13	19.1	1	50	0	0	0	0

Using the Chi Square test for significance,  $\chi^2(20) = 15.72$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences among the groups on the basis of marital status.

Duration of Marital Relationship. Referring to the anomia level 5 the mean length of marriage was 11.23 years. This is interesting because the level was the highest of the scale values and the marriages were the longest of any level. Table 26 shows the mean and standard deviation of all 6 groups.

Table 26

Mean marriage duration as stratified by anomia level

Level	Mean in Years	Standard Deviation
Anomia = 0	8.5	9.02
Anomia = 1	9.8	9.6
Anomia = 2	8.5	7.6
Anomia = 3	7.3	5.7
Anomia = 4	8.4	10.9
Anomia = 5	11.23	8.6

Using the Spearman correlation coefficient  $r = -.04$ ,  $p > .67$ , the null hypothesis was accepted. There was no statistically significant correlation between duration of marriage and anomia level.

Dependents. Workers with 3 dependents accounted for the frequency in the anomia level 1 and anomia level 5 groups. When examining the incidence of dependents not living with the worker none were recorded in the

anomia level 0, anomia level 2, and anomia level 3 groups. Table 27 shows dependents listed by workers at specific anomia levels.

Table 27

Frequency of response to question concerning dependents by anomia level

Anomia Level	N=26 0		N=15 1		N=18 2		N=31 3		N=4 4		N=2 5	
	F	%	F	%	F	%	F	%	F	%	F	%
0	3	11.5	2	13.3	4	22.2	4	12.9	0	0	0	0
1	7	26.9	3	20.0	4	22.2	5	16.1	0	0	0	0
2	7	26.9	1	6.7	5	27.8	7	22.6	0	0	1	50
3	6	23.1	5	33.3	1	5.6	4	12.9	1	25	1	50
4	2	7.6	3	20.0	2	11.1	2	6.5	2	50	0	0
5	1	3.8	1	6.7	2	11.1	9	29.0	1	25	0	0

Using the Chi Square test for significance,  $\chi^2(25) = 27.00$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences among the groups on the basis of number of dependents living with the worker.

Housing. Reflecting the high proportion of house owners, each anomia level had more home owners than renters or boarders combined with one exception at anomia level 4. But 10 of 14 workers at anomia level 5 owned houses which interrupted a steady decline of owners from anomia level 1 to anomia level 4.

The largest group of house owners were at anomia level 1, 25%. The largest group of house renters were at anomia level 3, 41.7%. The largest group of apartment renters were at anomia level 2, 42.9% and the largest group of boarders were at either anomia level 2 or 3, 23.5%. This is shown graphically in Table 28.

Table 28  
Frequency of response to question concerning  
housing by anomia level

Anomia Level	N=60 House Owner		N=12 House Renter		N=7 Apartment Renter		N=17 Boarder	
	F	%	F	%	F	%	F	%
0	9	15.0	1	8.3	1	14.3	2	11.8
1	15	25.0	0	0.0	1	14.3	3	17.6
2	12	20.0	2	16.7	3	42.9	4	23.5
3	9	15.0	5	41.7	0	0.0	4	23.5
4	5	8.3	2	16.7	1	14.3	3	17.6
5	10	16.7	2	16.7	1	14.3	1	5.8

Using the Chi Square for significance  $\chi^2(15) = 17.74$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences among the groups on the basis of housing.

Education. In terms of completed years of education workers stratified by anomia level were only marginally different. The most scholarly

group, anomia level 0, had a mean of 12.4 years. It would appear the entire sample had marginal variation in education. Most people had completed 11 to 12 years. Using standard deviations, the most homogeneous group was anomia level 4 with a standard deviation of 1.61. At anomia level 5, the standard deviation of 4.36 was the largest. This is shown graphically in Table 29.

Table 29

Mean years of completed education by anomia level

Worker Anomia Level	Mean Years of Education	Standard Deviation
0	12.40	2.87
1	11.78	2.89
2	12.38	2.69
3	12.35	2.37
4	12.27	1.61
5	11.76	4.36

Using the Spearman correlation coefficient,  $r = .013$ ,  $p > .90$ , the null hypothesis was accepted. There was no statistically significant relationship between education and anomia level.

Occupation. Across all levels, assembly line auto worker followed by unskilled labour were the dominant occupational types. The largest

group of assembly line auto workers were at anomia level 2, 26.7%. Response frequencies are shown in Table 30.

Table 30

Frequency of response to the question concerning occupational type by anomia level

Anomia Level	Occupation									
	N=5		N=3		N=12		N=30		N=24	
	Professionals		Technicians Managers		Skilled Tradesmen		Assembly Line Auto Worker		Unskilled Labour	
	F	%	F	%	F	%	F	%	F	%
0	1	20	1	33.3	3	25.0	5	16.7	1	4.2
1	3	60	1	33.3	4	33.3	4	13.3	6	25.0
2	0	0	1	33.3	3	25.0	8	26.7	4	16.7
3	0	0	0	0.0	1	8.3	5	16.7	5	20.8
4	0	0	0	0.0	0	0.0	4	13.3	3	12.5
5	1	20	0	0.0	1	8.3	4	13.3	5	20.8

Using the Chi Square test for significance,  $\chi^2(20) = 16.11$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences among the groups on the basis of occupational type.

Duration of Unemployment. The shortest number of weeks unemployed was at anomia level 0 with a mean of 5.5 and a standard deviation of 5.9, while the longest was at anomia level 1 with a mean of 30.8 and a standard deviation of 37.4. The means and standard deviations of all six groups are shown in Table 31.

Table 31  
Mean number of weeks of unemployment  
by anomia level N=96

Worker Anomia Level	Mean Number of Weeks of Unemployment	Standard Deviation
0	5.50	5.90
1	30.80	37.40
2	21.63	28.18
3	18.89	23.14
4	22.33	26.50
5	20.00	24.46

Using the Spearman correlation coefficient,  $r = .05$ ,  $p = .68$ , the null hypothesis was accepted. There was no statistically significant relationship between duration of unemployment and anomia level.

Rehired. Of those workers not responding, 27.0% were at anomia level 2. Of those rehired the largest group, 23.3%, were at anomia level 3. Of those not rehired, the largest group were at anomia level 1, 31.0%. The response frequencies are shown in Table 32.



Table 32

Frequency of response to question concerning  
rehiring by anomia level

Anomia Level	Rehiring					
	N=37 No Response		N=30 Rehired		N=29 Not Rehired	
	F	%	F	%	F	%
0	6	16.2	5	16.7	2	6.9
1	5	13.5	5	16.7	9	31.0
2	10	27.0	4	13.3	7	24.1
3	7	18.9	7	23.3	4	13.8
4	5	13.5	3	10.0	3	10.3
5	4	10.8	6	20.0	4	13.8

Using the Chi Square test for significance,  $\chi^2(10) = 7.64$ ,  $p > .05$ , the null hypothesis was accepted. There were no statistically significant differences among the groups on the basis of whether or not the worker was rehired.

The researcher hypothesized that there would be differences among those groups categorized on the basis of anomia scores that could be identified demographically. However, no statistically significant differences could be found among the groups on the basis of the variables tested.

### Hypothesis Regarding the Correlation Between Worker and Spouse Scores

The researcher hypothesized that there would be correlations between worker and spouse scores on the tests of resignation and anomia. Therefore the null hypothesis tested was that there would be no correlation between worker and spouse scores at each scale level of measurement. Using the Spearman correlation coefficient and a significance level of  $p \leq .05$ , the null hypothesis was rejected. Specific groups revealed statistically significant correlations between worker and spouse scores. Worker and spouse frequencies at all scale levels of measurement are shown in Table 33.

Table 33

Frequency of workers and spouses as stratified by resignation and anomia scores

Level of Measurement	Worker N=97		Spouse N=62	
	F	%	F	%
Unresigned	6	6.2	32	51.6
Resigned	91	93.8	30	48.4
Anomia 0	13	13.5	11	17.7
Anomia 1	19	19.8	13	20.9
Anomia 2	21	21.8	9	14.5
Anomia 3	18	18.8	8	12.9
Anomia 4	11	11.4	13	20.9
Anomia 5	14	14.5	8	12.9

Resigned Workers. Within the group of resigned workers (N=91), the Spearman correlation coefficient  $r = .49$ ,  $p = .0001$  revealed a statistically significant correlation between worker and spouse resignation scores. As well within this group, the Spearman correlation coefficient  $r = .37$ ,  $p = .002$  revealed a statistically significant correlation between worker and spouse anomia scores.

Resigned Spouses. Within the group of resigned spouses (N=36) the Spearman correlation coefficient  $r = .52$ ,  $p = .0001$ , revealed a statistically significant correlation between worker and spouse resignation scores. As well, within this group, the Spearman correlation coefficient,  $r = .39$ ,  $p = .001$ , revealed a statistically significant correlation between worker and spouse anomia scores.

Worker Anomia Level 5. Within this group (N=14), the Spearman correlation coefficient  $r = .88$ ,  $p = .001$ , revealed a statistically significant correlation between worker and spouse resignation scores.

Spouse Anomia Level 5. Within this group (N=8) the Spearman correlation coefficient  $r = .92$ ,  $p = .001$ , revealed a statistically significant correlation between worker and spouse resignation scores.

Spouse Anomia Level 4. Within this group (N=13) the Spearman correlation coefficient,  $r = .61$ ,  $p = .02$ , revealed a statistically significant correlation between worker and spouse resignation scores.

Spouse Anomia Level 3. Within this group (N=8), the Spearman correlation coefficient,  $r = .83$ ,  $p = .01$ , revealed a statistically significant correlation between worker and spouse resignation scores.

## CHAPTER VI

### Discussion Of Findings

The purpose of this chapter is to integrate information from the literature review with findings based on the data analysis. The research was carried out to refine concepts and develop hypotheses on the psycho-social effects of unemployment on the worker. The first research question dealt with the measure of effect. The second research question dealt with the relationship between unemployment and psycho-social problems. Three hypotheses were tested with regard to two scale measurements.

### The Respondents

There was a 27 percent return rate for the self-administered, mailed out questionnaire method of data collection. For an explanation of the low return rate consideration of the nature of the Unemployed Help Centre in the community was made. Available to all jobless people, among other purposes, it exists to aid those workers who need assistance. The agency's population can legitimately be described as unemployed workers who have been unable to resolve problems and have sought some form of guidance. There was no concrete benefit for these workers to comply with a request to voluntarily fill out the questionnaire. The lack of direct gain may account for some workers' reluctance to participate. That the Unemployed Help Centre serves a select group of workers

with inadequate resources was indicated by the similarity of the workers' characteristics. The Unemployed Help Centre was brought into existence to serve the needs of workers who were unable to accommodate or be accommodated by other community services. The sample homogeneity is affirmation that this agency is fulfilling its intended purpose.

Why the sample should contain high proportions of marginally skilled and unskilled labour can be explained on different levels.

This type of worker being unemployed is not unique to Windsor but is a characteristic typology of jobless people across Canada.<sup>1</sup> Limited mobility was an obvious influence on the sample. Opportunities for jobs were available for workers with marketable skills, requiring that they move from Windsor. Those workers had sufficient resources to cope without the assistance of the Unemployed Help Centre. The effect was to skew sample variability toward subjects with similar employment limitations. All unemployed were not affected to the same extent. When the external event, unemployment, acted upon a person with inadequate resources, then remedial help was solicited through the Unemployed Help Centre. Based on this assessment of the sample, one conclusion that can be made is that individual resources are more pronounced considerations than the nature of unemployment in the determination of who will require community agency assistance.

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<sup>1</sup> Canada, Unemployment Insurance Commission, The Amount and Nature of Unemployment in Canada, (Ottawa: Ministry of Supply and Services, 1966), pp. 3-5.

### Demographic Characteristics

Most workers had finished grade 12. As well, most spouses had completed 12 years of school. Workers and spouses tended to be in their early thirties. More than half the workers were married. Slightly more than 25% did not indicate any marital partner, either because of divorce or single status. Nearly three-fourths of the workers had at least one dependent. In these general terms the workers were similarly situated in the community. Married workers seemed to have an apparent financial advantage over single workers. Most of their spouses worked and helped pay household costs while the worker was not employed. Whether this can show that the roles within a marriage were altered is questionable by itself. Workers were asked about unemployment insurance benefits. There was no hesitation to reveal their yearly income but regarding benefits received from the government, many workers did not answer the questions. This reluctance may signal workers' avoidance of a stressful topic or suspicion about how the data might be used.

The information that was collected showed that unemployment insurance benefits had been received for about two months and that most respondents faced exhaustion of insurance coverage within one month of contacting the Unemployed Help Centre. Workers in this type of situation faced increased dependency on a working spouse or on social assistance in the form of welfare if their own support was eroded. Money was considered to be the main source of problems by two-thirds of the spouses. The workers' reduced income can then be seen to have

certainly affected their marital situation.


#### Community Involvement

Respondents in general had some investment in the community. The majority of workers came from families that had been in Canada for over 30 years. They were not new immigrants separated from family support or unfamiliar with the values of their community. More than half owned houses, and attended religious services. While the quality of identification with the community is not known by these facts alone, they suggest that the workers were familiar with and participants in the mainstream of community life.

#### Stability

Without being able to describe the support network of the subjects the refusal of nearly half to take full or part time work while unemployed implies that for these people accepting employment of any sort was not attractive. One might speculate that the work offered was of an unacceptable nature or the individual was not in need of the job offered. From another perspective, unemployment did not deplete their support system which enabled them to preferentially maintain their current unemployment status.

If unemployment was intolerable would workers be willing to relocate in order to find a job? This sample was not ready to relocate. Because many owned houses, mobility may have been hindered by a need to sell when there was low market demand for houses. The workers may



feel confident in the auto industry's ability to recover as it has in the past and may be reluctant to give up seniority for work in a new occupation. Half of those surveyed had considered changing occupations but only 20 percent had looked for work in another type of occupation. The ancillary ties to the community through children, a working spouse or house ownership are sufficient and not surprising reasons for not moving to areas of higher employment.

The surprising finding was that 42.6 percent of spouses were willing to move. Three quarters of the spouses had prior experience with unemployment and had the benefit of insights gained by this. Spouses were not as committed to maintaining unemployment as the status quo as were the workers surveyed. One fifth felt that the worker could do more to find employment, showing an incongruence between worker and spouse with regard to the attitude of each toward the need to be employed. The worker was willing to wait, to remain in his or her present occupation and position of unemployment, while the spouse was willing to explore alternatives. A related question asked the worker to indicate when he or she looked for work. Four out of ten did not answer. Of course this is inconclusive evidence of stress but it is consistent with the attitude of spouses that felt the worker could do more to locate a job. What is more apparent is the opportunity for different expectations by worker and spouse. The worker may expect to wait to return to the former job; while the spouse expects the worker to seek out any job. The worker may experience conflict with family members because of diverse expectations about appropriate behaviour while unemployed.



### Effects of Unemployment

The idiosyncratic nature of unemployment was implied by workers' ideas about the commonality of problems of jobless people. Less than one-quarter of the sample thought all workers had the same problems when unemployed. The group was rather balanced between agreeing and disagreeing that one could avoid being unemployed. This may indicate the feeling of control or lack of control workers perceive regarding their means of livelihood.

### Change In Routine

It was an interesting finding that nearly one-quarter did not feel their daily routine had changed between the time before and the time after unemployment. Nearly one-third recognized that they slept more. This avoidance procedure is one method for temporarily relieving stress. It is also a way of filling in time although most workers were conscious of the effect of their job loss on the family.

### Support and Contact

Contrary to prior evidence that isolation from social contacts can occur (Bakke, 1940), more than seven out of ten workers increased their contact with relatives. Spouses generally saw more of neighbours and friends following the worker's unemployment. These trends indicate relatives and friends are part of a support system during unemployment. Using the rate of worker contact with the nuclear family as a measure

of primary support almost 40 percent had less contact. This may or may not have been due to tension within the family.

#### Marital Effect

Most spouses who responded felt that their marriage somehow reduced the problems introduced by job loss. There was however, a cost factor alluded to by the spouses. More than two-thirds did not feel that family ties had been drawn closer and slightly less than two-thirds of the spouses believed that unemployment could disrupt a good marriage. According to the majority of spouses, being unemployed was not made any easier by the fact that one was married. These findings are interesting in that this sample of spouses apparently experience a different aspect of unemployment in the home than in the community. Where interaction is more voluntary, with friends and relatives, contacts are not disrupted but tend to increase. Between marital partners unemployment does not seem to be a cause for strengthening ties. For spouses it is seen as a source of marital tension.

#### Effect On Roles

After examining the responses given to questions on decision making it was found that over half of the spouses had no more difficulty agreeing with the worker after than before employment. Approximately one third of the workers and spouses mutually agreed that the spouses made more decisions. Although more than four out of ten spouses were working prior to the worker's unemployment, the roles of nearly one-

third of the marriage partners were changed by the increased quantity of decisions. Without knowing the quality of these decisions one might assume that former stability did not necessarily continue throughout the period when the worker was not gainfully employed. The possibility of consistently maintaining one's role in the community appears to have been more problematic than role consistency in the family. In aggregate, the findings suggest workers' problems may be based at a relationship level.

#### Scales and Hypotheses

The Alix and Lantz resignation scale measures a reaction by people to disrupted fulfillment, assuming people strive to satisfy needs. Alix and Lantz prepared their scale with an interest in patterns in resignation. The resignation scale was derived from elements of resignation including detachment from others, absence of serious striving, aversion to effort and restriction of wishes.

Srole's Anomia Scale measures the psychological characteristics of anomie. When norms and values are no longer predictive an individual becomes external to the community in which he or she is a member. Srole's purpose was to identify how integrated a person was with the norm and values of his or her community. The principle involved is that in order for a person to derive meaning from his role the role must be consistent with the generally held view. The anomia scale thus measures interpersonal alienation, confusion, insecurity, and normlessness.

If problems with unemployment are found at the individual level the tendency would be high values of anomia.

#### Hypothesis Regarding the Resignation Scale

The first hypothesis tested was that there would be statistically significant differences between those workers in the resigned group and those in the unresigned group of unemployed workers on the basis of various demographic variables. Of 97 workers, 91 were in the resigned group and six were in the unresigned group. Before discussing the implications a few comments are needed to explain the disparities between groups. Recalling that the resignation scale measures such dimensions as detachment from others, absence of serious striving, aversion to effort and restriction of wishes it is not unlikely that unemployment affects each dimension. However, except for two possibly spurious findings (nationality and religion) there were no statistically significant differences between the groups on the basis of the demographic variables tested, and thus the null hypothesis was accepted. It is possible that the resignation scale was applied to data collected from a biased sample. The bias was introduced at the time that the data were collected. The Unemployment Help Centre, source of the sample, deals with a specific clientele. The common denominator may be the individual's exhaustion of personal resources for solving problems related to unemployment.

Since the sample cannot be described as highly mobile, it may also be fair to view the group as determined people, willing to remain

in the area in a state of joblessness because for them moving would be a source of more problems. Remaining in the area means that the environment stays consistent and offers more stability. This rationale is consistent with the notion that problems with unemployment are related to the context in which a worker is unemployed.

#### Hypotheses Regarding the Anomia Scale

The second hypothesis tested was that there would be statistically significant differences among those unemployed workers with differing anomia level scores on the basis of various demographic variables. However because no statistically significant differences could be found on the basis of the demographic variables tested, the null hypothesis was accepted.

No patterns of distribution were obvious for frequencies of workers in anomia levels. The distribution of workers was dispersed rather evenly over the six levels of anomia, while the vast majority of workers were classified in the resigned group. This may be because the anomia scale is more discriminant, ranking subjects according to the degree of anomia measured. Resignation identifies whether an individual is resigned or not. From the results it is apparent that a worker can be resigned to his situation without exhibiting psychological deterioration due to unfulfilled needs or unsustained values. Unemployment is, for workers in this sample, a reality that is recognized on a community level. Bakke (1940) was referred to earlier on this point. If unemployment led to psychological deterioration unemployed workers

would be reflected in increased problems of psychological function. Bakke found this was not a characteristic of the Great Depression. The anomia scale reveals a similar finding. Not all workers were measured in the upper extreme levels of a scale designed to measure anomia which research has shown to be associated with economic deprivation. Although resignation was pervasive in the unemployed workers, extreme anomia was not. The extreme anomia level - 5 group was distinguishable from other anomia levels although the differences did not reach statistical significance. Fourth largest of anomia groups, its members were older, all but one were male, and more were European than in other levels. All were married, and the marriages tended to be longer than those of workers in other anomia groups. There were also more workers with three dependents in this group than in the other anomia levels.

It is possible that the unemployed worker can be resigned to the conditions of being without a job but may not show high anomia because the social environment is supportive and allows the worker to externalize responsibility for the unemployment. This implies that Windsor maintains two value systems: one supports working people; and one supports unemployed people. We may assume for instance, that a specialized agency like the Unemployed Help Centre is a manifestation of community support for the unemployed.

Should the community stigmatize workers they may justifiably feel isolated. If the community determines workers are victims of unemployment, a different worker status can develop in the social context of widespread unemployment. Further research is required in order to

make specific judgements, however at this point evidence suggests the local environment is supportive of the jobless worker. This challenges one assumption of the Alix and Lantz resignation scale, that economic deprivation is disruptive.

Thirty percent of the workers questioned had returned to work prior to being measured for anomia and resignation. This may have influenced the levels of anomia. It is equally feasible that the degree of disruption experienced by a worker depends upon, among other factors, the degree of community support for unemployed people. A key piece of data needed to make this determination is a measure of the prevailing attitude in the community. Certainly the Unemployed Help Centre supports the unemployed worker and is an indicator of institutional support, sanctioned by the city. Workers may be resigned but within the local area, they live in a social context with a value system which continues to support them.

From the literature we know that unemployment has caused some families to undergo changes in roles. Bardwick and Douvan (1980) were cited in chapter one with reference to traditional roles being maintained in our contemporary setting. In the same chapter Bakke (1940) was also cited. He felt shifts in roles that contradicted cultural norms could be a source of instability for some workers. Consistent with this area of inquiry, culturally defined roles within a family may undergo changes. The extent of these changes or disruptions may depend upon how traditionally restricted the marital roles are defined.

### Hypothesis Regarding the Correlation Between Worker and Spouse Scores

The third hypothesis tested was that there would be statistically significant correlations between worker and spouse scores on the tests of resignation and anomia. Statistically significant correlations were found in some groups and thus the null hypothesis was rejected. Both worker and spouse resignation scores were moderately correlated. This may indicate that unemployment affects the worker-spouse relationship. That is, unemployment changes the dynamics of their relationship. How this takes place is as yet undetermined. One explanation is that roles alter radically when the traditional role of male-as-provider existed before the unemployment occurred. In such a family the reciprocity between roles, defined culturally and rigidly would not continue. Unemployment would require some modification of roles in order to regain homeostasis. The reciprocity between partners' roles may not allow for the modification necessitated by unemployment. Balance between roles is disrupted because the environment has placed demands upon the couple which they are unable to resolve. The partners may not be able to conform to the environment of unemployment. Resigned to the circumstances, the worker in this type of situation may be measured in a high state of anomia.

### Research Question 1:

Are the resignation and anomia scales useful measures of the effect of unemployment?

The scales generated different types of information about the



subjects. Alix and Lantz' resignation scale measured whether or not a subject was resigned. Ninety-one of 97 scores were in the resigned category. Since most owned homes and had dependent children (55.9 percent) their mobility was more restricted than workers with no dependent children that did not have a house to sell. Jobless workers whose mobility is limited by house ownership and schoolage children are less able to relocate to find employment and therefore are prone to be resigned while unemployed. This suggests that the resignation scale had measured resignation, consistent with its function and design. To determine if the resignation measured resulted from unemployment it would be necessary to calculate resignation preceeding and following job loss. However, because the proportion of workers studied found to be resigned was so great it is reasonable to say that resignation appears to be a useful measurement of the state of a subject while he is unemployed. Resignation can be acceptance of reality which is based on healthy assessment. It may or may not indicate disturbance. A measure of disturbance was found in the Srole scale.

The Srole anomia scale measures level of anomia. There are six possible levels ranked from low 0 to high 5. Like the resignation scale it too was designed to measure the state of a subject. Anomia departs from resignation by determining disturbances.

When social values are no longer functional for a person he feels isolated in a non-supportive environment. The anomia scale is an indicator of normlessness and the feeling of isolation.

Fourteen workers were scored in the highest level, (5) eleven in the next highest. Twenty-five subjects, more than 25 percent of

the sample, were found to be in a high level of anomia. As a group those with the highest anomia were not distinguishable from other levels when statistical measures of significance were calculated for demographics studied. The homogeneity of the sample should not negate the use of the anomia scale as a means of identifying psychosocial dysfunctioning. Whether the anomia measured resulted from unemployment is not known. This determination would require comparative data. The characteristics of this sample lacked sufficient variability to base comparisons of workers. For the samples drawn from the Unemployed Help Centre the anomia scale stratified the group according to level of anomia. With lack of variability it is not possible to answer this question without qualification.

The anomia scale does appear to measure psychosocial disturbance but whether the disturbance was an effect of unemployment has not yet been determined.

#### Research Question 2:

Can social or psychological problems be determined as antecedent or consequential to being unemployed?

Since unemployment is a social event certain consequences of work interruption will necessitate reactions by the worker to the context of his or her unemployment. Social circumstances do not appear significantly distorted by the worker's loss of employment, however, responsibilities assumed prior to unemployment continue during

unemployment. Examples of responsibilities would include debts to banking institutions and parental-marital obligations.

While such responsibilities are continuous and therefore not reactions to unemployment it may be that social problems are antecedent to unemployment. To measure the psychological reaction to any event requires two perspectives of analysis, pre-test and post-test. The analysis made herein was based on one sample drawn after the fact that unemployment had occurred. A very high percentage of the participating workers scored in the resigned range. This finding was consistent with the idea that one source of resignation is an interruption of fulfillment of needs. In the literature review it was suggested by Alix and Lantz that a community was sensitive to disruption in the economy. Therefore psychological problems would be a consequence of unemployment since disruption of institutional fulfillment has the potential of leading to resignation.

Although willing and able, the unemployed worker is unable to meet society's expectations that he or she be employed. The theoretical properties of anomia account for the human reaction when goals are somehow blocked. The nature of the relationship does not change between worker and employment. The alternatives or input are limited to a change of elements. For example, he can change jobs or retire but the nature of the relationship remains unaltered. Therefore, it is probable that psychological reaction as measured by the anomia scale would measure reaction to unemployment. The researcher does feel unemployment places sufficient stress on the worker and in the worker's environment such that limited resources become pronounced. Limitations themselves

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become stressful and have the opportunity to be more apparent during unemployment, a time when roles are not clearly defined or stable.

To determine whether social or psychological problems are antecedent or consequential to being unemployed, two types of information are needed: measurement of psycho-social problems and variation in time. There was no indication that disturbance, measured by anomia, increased with extended unemployment. It was known that some workers were employed when they completed the questionnaire, because of rehiring. This group was included in the resigned category but was dispersed throughout the anomia results. The end of unemployment did not alleviate resignation or eliminate any level of anomia. At this point it is not possible to determine whether job loss indicates psycho-social problems or acts upon existing psycho-social problems.

## CHAPTER VII

### CONCLUSIONS, RECOMMENDATIONS AND IMPLICATIONS

#### Introduction

The purpose of this study was to define concepts and develop hypotheses about the psycho-social effects of unemployment, with the focal point of the investigation being the degree of effect on the worker. The approach taken was to measure effect as resignation and anomia, using two preconstructed scales. The researcher then looked for distinguishing demographic characteristics of subjects stratified by the scales. Attention was also paid to associations between scale results and demographic features that were statistically significant.

#### Conclusions

The Alix and Lantz scale of resignation gives an indication of the comfort with or readiness to change. The Srole anomia scale indicates a level of disruption created when the person's situation is not compatible with her perception of the prevailing norms and values. This type of information shows how the person perceives his actual role in terms of what it should be.

Data analysis showed that the sample being studied was a specific type of unemployed worker, resigned but not necessarily feeling isolated from the values of the community. Although some workers scored high on the anomia scale there was no distinction between them and those in lesser anomia levels evident in the demographic variables examined. Although this study did not control for worker relationships the cor-

relations between worker and spouse were illustrative. Some spouse scale levels were associated with the worker scale levels, showing that the worker and spouse together experience unemployment.

### The Scales

The resignation scale and the anomia scale each were useful for organizing and comparing subgroups within the sample. The product of each scale has provided information about a sample of unemployed people. Although this type of information has not been developed in previous studies of jobless people, explanations of the scale results were consistent with the findings of other studies on unemployment.

This suggests that the use of the scales in measuring unemployed workers or families of the unemployed might be useful if degree of effect is subsequently re-examined. The Alix and Lantz scale of resignation gives an indication of the comfort with or readiness to change. The Srole anomia scale indicates a level of disruption created when the person's situation is not compatible with his or her perception of the prevailing community norms and values. This type of information shows how the person perceives his or her actual role in terms of what it should be. The scales were easy to score, designed for a questionnaire schedule and worded so as to be applicable to a sample of unemployed people.

### The Subjects

The findings showed that the Unemployed Help Centre serves a clientele that has close ties to the Windsor community. Assuming that

unemployment could continue for an undetermined period of time the jobless worker is faced with a choice of relocating to find work or staying. For the sampled workers the choice was to stay. The researcher did not ask the reasons for staying, preferring to ask about considerations for leaving. The questions asked were about job and financial considerations. The responses indicated workers had thought about moving and that job security or the sale of property were relevant issues in making a decision to move.

Temporary job termination is not a unique event in the Windsor area. In the past, when unemployment had been high, recovery followed. Therefore, workers from the Windsor area have some reason to believe they will be rehired at a future date if they remain in the vicinity. Resignation is then a functional product of reality testing. To derive some comfort from the thought that unemployment is transitory, people necessarily accept job loss as part of the status quo. Remaining is less problematic than leaving. This does not explain why the anomia scale showed that some workers felt isolated. For the high anomia level worker, norms and values of this community were sources of stress. This means that for the high anomia worker norms and values no longer are supportive. Instead of stability they are sources of instability. From the analysis of data conducted, the high-anomia-worker can not be demographically distinguished from workers in lesser anomia levels. An analysis of characteristics is only one means of assessing and describing workers however, and as mentioned earlier, this sample's demographic variability

is considered narrow.

One issue still outstanding is the disruption of relationships exacerbated by unemployment. There were indications from spouses that their expectations were not always the same as the workers regarding the worker's performance while unemployed. For some workers and spouses, the decision making roles have changed, indicating that the marital unit was modified to accommodate new role demands. Although no statistically significant correlations were found between this type of information and worker anomia the findings are useful in the determination of where next to look for traits which will distinguish between those most and least affected by unemployment. The quality of relationships is after all an important aspect of an individual's support system and one which requires examination as it pertains to unemployment.

#### Recommendations for Further Research

It is suggested that an experiment be designed to measure

1. Anomia and resignation prior to and following unemployment:
2. The nature of worker relationships (primary and secondary) in association with the effects of unemployment.
3. The effect of unemployment on personality characteristics.
4. Sample groups from sources other than the Unemployed Help Centre.
5. Anomia and resignation between unemployed workers and the general population.
6. The degree of support a worker derives from relationships within his or her support network.
7. Variations in social-psychological functioning accounting for serial unemployment over time.



### Recommendations for the Unemployed Help Centre

Data analysis showed that the sample being studied was a certain type of unemployed worker, resigned but not necessarily feeling isolated from the values of the community. It appears that the resignation scale was applied to data collected from a biased sample and the bias was introduced at the time data was collected. The Unemployed Help Centre, source of the sample, deals with a specific clientele. The common denominator may be the individual's exhaustion of the resources necessary for the resolution of unemployment's problems.

Since the sample cannot be described as highly mobile, it may also be fair to view the group as determined people, willing to remain in a state of joblessness, in the area because for them moving would be a source of more problems. Remaining in the area means that the environment stays consistent. When the external event, unemployment, acted upon a person with inadequate resources then remedial help was solicited through the Unemployed Help Centre. It exists to aid those workers who need assistance. The agency's population can be legitimately described as unemployed workers who are unable to resolve problems and must seek some form of guidance.

Should resources and personnel be available, it is recommended that the Unemployed Help Centre counsel clients with attention being paid to the expectations of the worker and spouse or significant other. If the parties are provided with an opportunity to discuss and clarify expectations of the other, during the period of unemployment, friction due to incongruent or conflicting expectations can be reduced. This is a function that could be performed through self-help groups under the auspices of the agency.

This sample consisted of many young married couples with pre-adolescent children which represents the future of any community. Those in the sample seem prepared to accept temporary unemployment as a way of life. This has serious implications for the future of the city of Windsor and for other communities in similar circumstances.

The Unemployed Help Centre serves as a tangible indication that the Windsor community recognizes the plight of the unemployed and supports them. While this support tends not to resolve the situational demands of unemployment it can keep the worker who is outside the mainstream of productivity from feeling isolated. In Windsor jobless people are considered victims of commercial, industrial and economic trends.

The Unemployed Help Centre may well be the last resort for the unemployed to turn to and ask for assistance. It has an important role in supporting people who will make up the future population of the area so long as it is worth their while to remain.

#### Implications for Social Work

Unemployment is a social event but it also has psychological components which occur when it generates stress that the individual is unable to withstand. The implication for social work is that as a profession it must be adequately able to carry out the provision of services to the unemployed because of the professional orientation.

There are many ways in which social workers can become involved with the problems of the unemployed. They can serve as advocates for special services for the unemployed from creditors, financial counsellors and career counsellors. They can also serve as brokers, providing con-

tact liaison with other health professionals, but perhaps their most important role comes from direct contact with the unemployed worker and his or her family.

Social workers can play an important role in the dissemination of information about unemployment's effect. Those in this sample seemed prepared to accept temporary unemployment as a part of life. Through ignorance of its potential effect on their lives they nevertheless are going to experience those effects. Knowledge of unemployment's effects may however help offset some its complications.

Because social workers work with the client and the client's environment they already have a perspective on social-psychological dynamics. It is feasible to have social workers conduct group counseling with unemployed workers. Unemployed workers may realize their common dilemma has common effects within their relationship network.

Group activity could act against the feeling of isolation that can occur. The significance of having social workers conduct these groups is that they characteristically run support groups and tend to be available to jobless people through social service agencies.

During the course of diagnosis it is useful for a social worker to identify events in the client's history that might cause stress. It is recommended that the social worker assess incidents of unemployment and determine whether resolution of role disruption has taken place in the course of that person's life. The potential for frustration anger or depression is great for the person who does not have a job to go to. Often the family is the hapless vehicle of expression for

these emotional reactions to a complicated series of events initiated by unemployment.

It is unrealistic and inaccurate to blame people for their own unemployment. As the fabric of our society becomes more complex it is entirely possible that the number of the marginally employed and unemployed will grow. The problems will not disappear when our economy is healthy, but the form of expressing the problems will be different. Perhaps it will contribute to marital breakdown or the alienation of not only our workers but of our children. Unless social scientists and social workers identify and address the psychological problems associated with job loss and long term unemployment, the human costs of unemployment may become more consequential than the economic costs.

APPENDIX 1

Hello:

I am writing to you today with a request. First, let me introduce myself. I am a Social Work Graduate student at the University of Windsor. Born on Prince Edward Island in 1949, I came to the Niagara, Ontario area with my parents in 1951. My first university degree was completed at Guelph in 1977. Later that year I moved to Windsor with my wife and entered the School of Social Work.

To complete my program, I am required to carry out a research project. I have chosen a topic that has affected my family, friends and most other people in this country. After working to put myself through school, I've also had first hand experience with being out of work.

Unemployment is a serious problem in Canada and particularly in our area. We need to understand the effects of unemployment in order to respond to the personal needs of jobless individuals and their families in useful ways.

You know only too well how unemployment has affected you and your family. Therefore you and your spouse can make a real contribution to this understanding.

Your name was randomly drawn from the files of The Unemployed Help Centre where you registered. Along with 499 other names you are being asked to answer a questionnaire. One part is for you to complete and the other for your spouse. The answers you give will then be grouped together to see if patterns exist; the only time your name is being used will be when I send material to you.

Your response is completely anonymous and cannot be identified in any way. It is important for my study that as many people as possible respond to my questionnaire. Therefore the information that only you can provide will be most valuable and your co-operation will be greatly appreciated. If you have been rehired please answer for the time you were out of work. Thank you.

Yours sincerely,

Dale Graham,  
251 Dalhousie Street,  
Amherstburg, Ontario.

## APPENDIX 2

### QUESTIONNAIRE FOR UNEMPLOYED WORKER 1

1. Your age: 4 2. Sex. M or F. 3. Nationality \_\_\_\_\_
4. Marital status (check one):
- |                         |  |       |
|-------------------------|--|-------|
| Never married           |  |       |
| No. of years married    |  | _____ |
| No. of years divorced   |  | _____ |
| No. of years Widowed    |  | _____ |
| No. of years Common Law |  | _____ |

5. To the best of your knowledge, how long has your family lived in Canada?  
(check one)

<u>      </u> 0 - 3 years	<u>      </u> 4 - 6 years	<u>      </u> 7 - 9 years
<u>      </u> 10 - 12 years	<u>      </u> 13 - 15 years	<u>      </u> 16 - 18 years
<u>      </u> 19 - 21 years	<u>      </u> 22 - 24 years	<u>      </u> 25 - 27 years
<u>  /  </u> 28 - 30 years	<u>      </u> more than 30 years	

6. If religion is important to you, what religion do you practice?  
\_\_\_\_\_

7. How many years of school have you completed? \_\_\_\_\_

8. The costs of housing are often different, depending on the type. Please check one of the following that describes your situation:

House owner (including mortgages)	_____
House renter.....	_____
Apartment tenant.....	_____
Other (specify).....	_____

9. Please list the age, sex and relationship to you of each dependent living with you.

<u>Age</u>	<u>Sex (M or F)</u>	<u>Relationship</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

(Use the back of this page if you need more space)

10. Please list the age, sex and relationship to you of dependents who do not live with you.

<u>Age</u>	<u>Sex (M or F)</u>	<u>Relationship</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

(For more space use back of this page)

11. What is your average income per year up to the time of your unemployment? (check one)

_____ less than \$6,000	_____ 20,001 - 21,500
_____ 6,001 - 8,500	_____ 21,501 - 23,000
_____ 8,501 - 10,000	_____ 23,001 - 24,500
_____ 10,001 - 12,500	_____ 24,501 - 26,000
_____ 12,501 - 14,000	_____ 26,001 - 27,500
_____ 14,001 - 15,500	_____ 27,501 - 29,000
_____ 15,501 - 17,000	_____ 29,001 - 30,500
_____ 17,001 - 18,500	_____ 30,501 - 32,000
_____ 18,501 - 20,000	_____ more than 32,000

12. Who contributes to household expenses? List the relationship of the person to you, whether they're working or not and the amount of contribution per week.

<u>Relationship to self</u>	<u>Working (yes or no)</u>	<u>Amount contributed</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

13. What kind of work did you do before being unemployed?

\_\_\_\_\_

\_\_\_\_\_

14. How long did you have this job? \_\_\_\_\_

15. When did you become unemployed? (year and month) \_\_\_\_\_

- |  | Yes   | No    |
|--|-------|-------|
| 16. Have you received unemployment compensation since you have unemployed?   | _____ | _____ |
| 17. If you answered yes, did benefits begin right after you were laid off?   | _____ | _____ |
| 18. If you answered no to question 16, when did they begin?  |       |       |
| <div style="display: flex; justify-content: space-between; width: 80%;"> <span>_____ Month</span> <span>_____ Year</span> </div> |       |       |
| 19. When do you expect them to end, or when did they end?  |       |       |
| <div style="display: flex; justify-content: space-between; width: 80%;"> <span>_____ Month</span> <span>_____ Year</span> </div> |       |       |

FOR THOSE WHO ARE NOW WORKING:

20. If you have found a job and are no longer unemployed, how long
- |  | Yes   | No    |
|--|-------|-------|
| <div style="display: flex; justify-content: space-between; width: 80%;"> <span>_____ Month</span> <span>_____ Year</span> </div> | _____ | _____ |
| 21. Were you rehired at your old job?  | _____ | _____ |
| 22. Did you have to look for this job?<br>or was this job offered to you?  | _____ | _____ |
| 23. Are you still looking for work?<br>If, no, explain: _____  | _____ | _____ |
| 24. When do you usually look? _____ morning<br>_____ afternoon<br>_____ other (list) _____                                       |       |       |
| 25. Which of these methods have you used to help your search? (check as many as you wish)  |       |       |
| _____ out of town help wanted ads  |       |       |
| _____ going director to the companies  |       |       |
| _____ Canada Manpower Counsellor   |       |       |
| _____ private employment assistance  |       |       |
| _____ union advice   |       |       |
| _____ contacts with friends and relatives  |       |       |
| _____ make your own job  |       |       |
| _____ some other method that we haven't thought of<br>(list here) _____  |       |       |



Please check either yes or no for the following questions:

	Yes	No
26. Have you been offered full-time work since you've been unemployed that you didn't take for your own reasons.	_____	_____
27. Have you been offered part-time work that you didn't take for your own reasons?	_____	_____
28. Some people start looking for any work at all. Have you been thinking about taking a job offer in a different occupation or trade?	_____	_____
29. Have you actually tried to find work in this new occupation?	_____	_____
30. Are you considering moving from the Windsor area?	_____	_____
31. Have you gone out of the Windsor area to look for a job?	_____	_____
32. Under what circumstances would you move? (Please answer all of the following with either yes or no)		
a. If I had an out of town offer for the same type of work I did before the lay-off	_____	_____
b. If I had an offer of the same wages I used earn, but a new type of job	_____	_____
c. If I could sell the house (for home owners)	_____	_____
d. I'd go but after the Unemployment Benefits are finished	_____	_____
e. If a company offered me a job and would pay the costs of moving	_____	_____
f. If I felt the out of town job would last forever.	_____	_____
33. When you think about it, has our day to day routine changes since the lay off?	_____	_____
34. Have you needed to borrow money to pay the bills?	_____	_____
35. Did you borrow money from		
friends _____	_____	_____
relatives _____	_____	_____
bank or trust companies _____	_____	_____

	Yes	No
36. Do you see less of your relatives since you have been without a job?	_____	_____
37. Do you see your spouse or children more now than when you were working?	_____	_____
38. There is little use writing to public officials because often they aren't really interested in the problems of the average man.	_____	_____
39. Nowadays a person has to live pretty much for today and let tomorrow take care of itself.	_____	_____
40. In spite of what some people say, the lot of the average man is getting worse not better.	_____	_____
41. It's hardly fair to bring children into the world the way things look for the future.	_____	_____
42. These days a person doesn't really know whom he can count on.	_____	_____

Please respond to the following questions by checking the appropriate column.

	Strongly Agree	Agree	Un- decided	Disagree	Strongly Disagree
43. I spend more time sleeping since I've been out of work.	_____	_____	_____	_____	_____
44. All unemployed workers have the same problems	_____	_____	_____	_____	_____
45. I have more problems than most unemployed people	_____	_____	_____	_____	_____
46. Being unemployed is something that is a fact of life - no one can avoid being laid off	_____	_____	_____	_____	_____
47. Unemployment really only affects me, not other members of my family	_____	_____	_____	_____	_____

	Strongly Agree	Agree	Un decided	Strongly Disagree	Disagree
48. I make less family decisions now that I am unemployed	—	—	—	—	—
49. Nowadays a person has to live pretty much for today and let tomorrow take care of itself	—	—	—	—	—
50. People in authority should be trusted and shown respect	—	—	—	—	—
51. Man is at the mercy of nature and there is little he can do to try to change what nature has in store for him	—	—	—	—	—
52. The best thing a person can do is to watch out for himself and let others do the same	—	—	—	—	—
53. If a person has wishes, he is just asking to be disappointed	—	—	—	—	—
54. If the way a person does a thing gets the job done, he shouldn't try new ways to do it	—	—	—	—	—
55. If in trying to learn something new, a person runs into great difficulty, he should keep at it	—	—	—	—	—
56. A person shouldn't feel sorry for persons less fortunate than himself because those are the breaks of the game	—	—	—	—	—
57. As a rule, a person should trust other people	—	—	—	—	—

Strongly                      Un                      Strongly  
 Agree   Agree   decided   Disagree   Disagree

58. If a person is realistic, he won't expect much out of life.             ←
59. I find it difficult to stick to a task because I am continually changing my mind.
60. It is best for a person to do enough to get along and no more.
61. Even though there is much disappointment in this world, a person still keeps wishing.
62. A young person living in this country today can expect to have more than his parents had of the things that make life enjoyable and comfortable.
63. If a person becomes involved with other people and interested in them (s)he will end up by getting hurt.
64. Were you able to get help from any community Agency? Yes        No
65. If yes, could you list the names of services that have been able to help you.

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66. If you had a friend who was unemployed, what advice would you offer to help that person?

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67. If you have any additional comments, please add them here:

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Thank you for your answers. Good luck, I hope you can enjoy a great summer and that a job comes your way soon.

### APPENDIX 3

#### QUESTIONNAIRE FOR THE SPOUSE OF UNEMPLOYED WORKERS

There are a few questions that only you can answer. They are quick to fill in and will show how your spouse's unemployment affects you. If there are any questions you don't understand, please circle the question number. If there are any additional comments about the questionnaire or your feelings about your spouse's unemployment that you would like to add, please do so at the end. Please answer your section separately from your spouse.

1. Age \_\_\_\_\_ 2. Sex M or F. 3. Number of years married:  
(including common law) \_\_\_\_\_
4. Your nationality: \_\_\_\_\_
5. To the best of your knowledge, how many years has your family lived  
in Canada? \_\_\_\_\_
6. How long has your spouse (husband/wife) been unemployed? \_\_\_\_\_
- 6a. What grade did you complete in school? \_\_\_\_\_

Check whether you agree or disagree with the following statements:

	<u>Strongly</u> <u>Agree</u>	<u>Agree</u>	<u>Un-</u> <u>decided</u>	<u>Disagree</u>	<u>Strongly</u> <u>Disagree</u>
7. A good marriage makes the problems of unemployment easier.	_____	_____	_____	_____	_____
8. I make more decisions since my spouse has been out of work.	_____	_____	_____	_____	_____
9. My spouse could do more to find a job.	_____	_____	_____	_____	_____
10. The problems of unemployment bring a family closer.	_____	_____	_____	_____	_____
11. People can prepare for unemployment by saving more.	_____	_____	_____	_____	_____
People can prepare for unemployment by buying less.	_____	_____	_____	_____	_____

		<u>Strongly</u> <u>Agree</u>	<u>Agree</u>	<u>Un-</u> <u>decided</u>	<u>Disagree</u>	<u>Strongly</u> <u>Disagree</u>
12.	It is harder to agree with my spouse since he or she became unemployed.	_____	_____	_____	_____	_____
13.	The main source of our problems is the lack of money.	_____	_____	_____	_____	_____
14.	My husband/wife should take any job offer.	_____	_____	_____	_____	_____
15.	I would support a decision to move from this area to find work.	_____	_____	_____	_____	_____
16.	Being married makes unemployment easier to live with.	_____	_____	_____	_____	_____
17.	I see more of my relatives now than when my spouse was employed.	_____	_____	_____	_____	_____
18.	Unemployment can hurt a good marriage.	_____	_____	_____	_____	_____
19.	I visit my neighbours and friends more than when my spouse was employed.	_____	_____	_____	_____	_____
20.	There is little use writing to public officials because often they aren't really interested in the problems of the average man.	_____	_____	_____	_____	_____
21.	Nowadays a person has to live pretty much for today and let tomorrow take care of itself.	_____	_____	_____	_____	_____

		<u>Strongly</u> <u>Agree</u>	<u>Agree</u>	<u>Un-</u> <u>decided</u>	<u>Disagree</u>	<u>Strongly</u> <u>Disagree</u>
22.	In spite of what some people say, the lot of the average man is getting worse not better.	_____	_____	_____	_____	_____
23.	It's hardly fair to bring children into the world with the way things look for the future.	_____	_____	_____	_____	_____
24.	These days a person doesn't really know whom he can count on.	_____	_____	_____	_____	_____
25.	People in authority should be trusted and shown respect.	_____	_____	_____	_____	_____
26.	Man is at the mercy of nature and there is little he can do to try to change what nature has in store for him.	_____	_____	_____	_____	_____
27.	The best thing a person can do is watch out for himself and let others do the same.	_____	_____	_____	_____	_____
28.	If a person has wishes, he is just asking to be disappointed.	_____	_____	_____	_____	_____
29.	If the way a person does a thing gets the job done, he shouldn't try new ways to do it.	_____	_____	_____	_____	_____
30.	If in trying to learn something new, a person runs into difficulty, he should keep at it.	_____	_____	_____	_____	_____



		<u>Strongly</u> <u>Agree</u>	<u>Agree</u>	<u>Un-</u> <u>Decided</u>	<u>Disagree</u>	<u>Strongly</u> <u>Disagree</u>
31.	A person shouldn't feel sorry for persons less fortunate than himself because those are the breaks of the game.	_____	_____	_____	_____	_____
32.	As a rule, a person should trust other people.	_____	_____	_____	_____	_____
33.	If a person is realistic, he won't expect much out of life.	_____	_____	_____	_____	_____
34.	I find it difficult to stick to a task because I am continually changing my mind.	_____	_____	_____	_____	_____
35.	It is best for a person to do enough to get along and no more.	_____	_____	_____	_____	_____
36.	When though there is much disappointment in this world, a person still should keep wishing.	_____	_____	_____	_____	_____
37.	A young person living in this country today can expect to have more than his parents of the things that make life enjoyable and comfortable.	_____	_____	_____	_____	_____
38.	If a person becomes involved with other people and interested in them, (s)he will end up getting hurt.	_____	_____	_____	_____	_____

39. Have you found a job since your spouse became laid off?  
(check only one answer).

☐ No I already had a job.

☐ Yes - full time

☐ Yes - part time

☐ No I work in the home

☐ No I am unable to work.

40. Is this the first time you have been involved with unemployment?

☐ Yes. ☐ No.

41. How many times have you been through times of unemployment? \_\_\_\_\_

42. If you had a friend who was in your shoes, what help would you offer to that person?

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43. If you have any additional comments, please add them here.

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Thank you for your answers.

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VITA AUCTORIS

Mr. Dale Allison Graham was born on October 4, 1949 in Charlottetown, Prince Edward Island. Shortly afterwards he was brought by his parents to southern Ontario. He attended public school in Thorold South at S.S. #2, and subsequently entered Thorold District Secondary School to graduate in 1968. During the years between 1968 and 1973 Dale worked in jobs ranging from clerking to industrial labourer and eventually to a junior business manager position. In 1973 he entered the University of Guelph and graduated with a Bachelor of Arts in Sociology in 1977. In September 1977 he entered the School of Social Work at the University of Windsor as a special 3rd year student in the B.S.W. programme. In 1978 he left school temporarily and was self employed in a counselling position. Upon his return to the University of Windsor in 1979 he completed his B.S.W. and entered the M.S.W. graduate programme in September 1980. He expects to graduate in 1983.